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REPORT
II

CHARACTERISTICS OF STAFF IN COMMUNITY MENTAL HEALTH CENTERS AND STATE HOSPITALS BY ETHNIC/RACIAL BACKGROUND

REGIONAL MENTAL HEALTH HUMAN RESOURCE DATA BASE

BY

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Mental Health and Human Services Program
Western Interstate Commission for Higher Education
P.O. Drawer P
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Table of Contents

Page
INTRODUCTION 1
METHOD 3
The Data Set 3
Response Rates 3
What Data Were Used 3
Explanation of Racial/Ethnic Groupings 3
How Education/Discipline Categories Were Determined 5
Explanation of Table Format 6
RESULTS 7
Section I. Staffing Rates and Utilization Rates 7
Section II. Staff Characteristics 39
Educational Level 39
Salary Level 40
Details of the Regression Analysis 40
Summary 44
Job Function 45
Supervisory/Management Level 45

Tenure with Facility 47

Mean Number of Years in Mental Health 48

Section III. Utilization of Staff 77

Hours Spent in Mental Health Treatment 77

Staff Effort with Target Client Groups 78

Do Therapists Tend to Serve Clients of the Same Ethnic/Racial Background? 78

Staff Effort With the CMI 80

Section IV. Services to Clients 97

Who Serves Clients of Different Racial/Ethnic Backgrounds? 97

Who Sees Hispanic Clients? 97

Do All Disciplines Serve All Ethnic/Racial Group Clients Equitably? 97

What Types of Facilities Serve Clients of Different Racial/Ethnic Backgrounds? 99

CONCLUSIONS 107

REFERENCES 111

APPENDIX 113

Regional Tables

Table | Page

1. Total Population and Number and Percent of Population by Racial/Ethnic Group in Eight Western States: 1980 Census Data 11
2. Number and Percent of FTE by Racial/Ethnic Group and State For All Respondents in CMHCs 12
3. Number and Percent of FTE by Racial/Ethnic Group and State For Direct Care Respondents in CMHCs 13
4. Number and Percent of FTE by Racial/Ethnic Group and State For All Respondents in State Hospitals 15
5. Number and Percent of FTE by Racial/Ethnic Group and State For Direct Care Respondents in State Hospitals 16
6. Relative Staffing Rates by Racial/Ethnic Background and State Direct Care Providers in CMHCs 17
7. Relative Staffing Rates by Racial/Ethnic Background and State Direct Care Providers in State Hospitals 19
8. Relative Utilization Rates by Racial/Ethnic Background and State For CMHCs 21
9. Relative Utilization Rates by Racial/Ethnic Background and State For State Hospitals 23
10. Number and Percent of FTE by Racial/Ethnic Group and Highest Educational Level For All Respondents in CMHCs 35
11. Number and Percent of FTE by Racial/Ethnic Group and Highest Educational Level For All Respondents in State Hospitals 37
12. Stepwise Analysis of Variance of Salary CMHCs 49

13. Stepwise Analysis of Variance of Salary State Hospitals 51

14. Percent of White and Non-White Staff by Education/Discipline CMHCs 53

15. Average Fulltime Salaries by Race and Education/Discipline CMHCs 54

16. Percent of FTE by Job Function For Respondents of Different Racial/Ethnic Backgrounds in CMHCs 55

17. Percent of FTE by Job Function For Respondents of Different Racial/Ethnic Backgrounds in State Hospitals 57

18. FTE and Percent of Total FTE in Supervisory/Management Positions in CMHCs 59

19. FTE and Percent of Total FTE in Supervisory/Management Positions in State Hospitals 61

20. Percent of FTEs in Supervisory Management Positions by Supervisory Level For Respondents of Different Racial/Ethnic Backgrounds in CMHCs 63

21. Percent of FTEs in Supervisory Management Positions by Supervisory Level For Respondents of Different Racial/Ethnic Backgrounds in State Hospitals 65

22. Average Tenure With Facility by Racial/Ethnic Background and State For All Respondents From CMHCs 67

23. Average Tenure With Facility by Racial/Ethnic Background and State For Direct Care Respondents From CMHCs 68

24. Average Tenure With Facility by Racial/Ethnic Background and State For All Respondents From State Hospitals 69

25. Average Tenure With Facility by Racial/Ethnic Background and State For Direct Care Respondents From State Hospitals 70

26. Average Number of Years in Mental Health by Racial/Ethnic Background and State For Direct Care Respondents in CMHCs. 83

27. Average Number of Years in Mental Health by Racial/Ethnic Background and State For Direct Care Respondents in State Hospitals 85

28. Average Mental Health Treatment Hours Per Therapist FTE by Racial/Ethnic Backgrounds and State For CMHCs 87

29. Average Mental Health Treatment Hours Per Therapist FTE by Racial/Ethnic Backgrounds and State For Hospitals 89

30. Observed and Expected Percent of Clients by Racial/Ethnic Background of Clients and Therapists Regional Totals For CMHCs 91

31. Observed and Expected Percent of Clients by Racial/Ethnic Background of Clients and Therapists Regional Totals For State Hospitals. 93

32. Percent of Clients Seen by Therapists of Each Ethnic/Racial Background by Race/Ethnicity of Client - CMHCs and State Hospitals 95

33. Observed and Expected Percent of Clients Who Are and Are Not CMI by Racial/Ethnic Background of Therapist - CMHCs and State Hospitals 96

34. Percent of Clients From Each Ethnic/Racial Background by Race/Ethnicity of Therapist For the Region - CMHCs and State Hospitals 101

35. Stepwise Analysis of Variance of Percent of Clients Who Are Hispanic - CMHCs and State Hospitals 102

36. Average Percent of Caseload by Racial/Ethnic Background CMHCs and State Hospitals 103

Figures

Figure | Page

1. Relative Staffing and Utilization Rates as a Function of State, For Whites in CMHCs 25

2. Relative Staffing and Utilization Rates as a Function of State, For Whites in State Hospitals 26

3. Relative Staffing and Utilization Rates as a Function of State, For Blacks in CMHCs 27

4. Relative Staffing and Relative Utilization Rates as a Function of State, For Blacks in State Hospitals 28

5. Relative Staffing and Relative Utilization Rates as a Function of State, For Native Americans in CMHCs 29

6. Relative Staffing and Relative Utilization Rates as a Function of State, For Native Americans in State Hospitals 30

7. Relative Staffing and Relative Utilization Rates as a Function of State, For Asians in CMHCs 31

8. Relative Staffing and Relative Utilization Rates as a Function of State, For Asians in State Hospitals 32

9. Relative Staffing and Relative Utilization Rates as a Function of State, For Hispanics in CMHCs. 33

10. Relative Staffing and Relative Utilization Rates as a Function of State, For Hispanics in State Hospitals 34

11. Frequency Distribution of Full-Time Salaries of Respondents From CMHCs 71

12. Frequency Distribution of Full-Time Salaries of Respondents From State Hospitals 72

13. Average Full-Time Salaries of Respondents From CMHCs and State Hospitals by Racial/Ethnic Background 73

14. Percent of Variation in Salary Attributable to Various Factors for CMHCs 74

15. Percent of Variation in Salary Attributable to Various Factors for State Hospitals 75

16. Percent of clients who are Hispanic by race of therapist. For therapists in CMHCs who can and cannot speak Spanish 104

17. Percent of clients who are Hispanic by race of therapist. For therapists in state hospitals who can and cannot speak Spanish 105

18. Relative utilization rates for CMHCs and state hospitals as a function of racial/ethnic group 106

Appendix

State Tables Pages

10a - 10j Percent of FTE by Racial/Ethnic Group and Highest Education Level For All Respondents in CMHCs 115

11a - 11j Percent of FTE by Racial/Ethnic Group and Highest Education Level For All Respondents in State Hospitals 125

16a - 16j Number of FTE by Job Function For Respondents of All Racial/Ethnic Backgrounds in CMHCs 135

17a - 17j Percent of FTE by Job Function For Respondents of All Racial/Ethnic Backgrounds in State Hospitals. 145

20a - 20j Percent of FTEs in Supervisory Management Positions by Supervisory Level For Respondents of All Racial/Ethnic Backgrounds in CMHCs 155

21a - 21j Percent of FTEs in Supervisory Management Positions by Supervisory Level For Respondents of All Racial/Ethnic Backgrounds in State Hospitals 165

30a - 30h Observed and Expected Percent of Clients by Racial/Ethnic Background of Clients and Therapists For CMHCs in All Western States. . . 175

31a - 31h Observed and Expected Percent of Clients by Racial/Ethnic Background of Clients and Therapists For State Hospitals in All Western States 183

32a - 32h Percent of Clients Seen by Therapists of Each Ethnic/Racial Background by Race/Ethnicity of Client in CMHCs and State Hospitals in All Western States 191

34a - 34h Percent of Clients From Each Ethnic/Racial Background by Race/Ethnicity of Therapist in CMHCs and State Hospitals in All Western States 199

These regional averages are somewhat misleading in that there is considerable variation among states in the relative staffing rates for different ethnic/racial groups. Using Hispanics as an example, some states with few Hispanics in their populations have even fewer Hispanic staff than would be representative (see, for example, the relative staffing rates of less than 100 percent for Alaska and Idaho), whereas other states with a significant Hispanic population have an even larger proportion of their direct care staff who are Hispanic (e.g., Colorado and New Mexico), but there are exceptions such as Arizona, which has a Hispanic population of 16.2 percent, but relative staffing rates of only 54 percent for CMHCs and 33 percent for state hospitals. There is also a great deal of variation in the relative staffing rates for each of the other ethnic/racial groups as evidenced by the wide range of values in each of the columns of Tables 6 and 7.

These data are important because Wu and Windle (1980) found for CMHCs, a significant positive association between relative minority staffing rates and relative utilization of facilities by minorities. That is, CMHCs which employed a smaller proportion of a particular minority than the proportion found in the surrounding population also tended to have a smaller proportion of clients from that minority, suggesting that the way to increase utilization of facilities by minorities is to increase the number of staff belonging to that minority.

In order to look for this positive association using our data, relative utilization rates for clients of different ethnic/racial backgrounds were obtained in the following way. First the approximate number of clients belonging to each ethnic/racial group was estimated by multiplying the number of clients seen by each respondent by the percent of his or her caseload belonging to that ethnic/racial group. For each ethnic/racial group, the number of clients belonging to that group was summed across respondents and converted to a proportion of the total number of clients. Then, in a way analagous to the way relative staffing rates were obtained, the proportion of clients belonging to an ethnic/racial group was divided by the proportion of the total population belonging to that ethnic/racial group, producing a relative utilization rate for each group.

Utilization rates by client ethnic/racial background are shown for CMHCs and state hospitals in Tables 8 and 9, respectively. Regionally, these relative utilization rates are quite similar to the relative staffing rates obtained previously with White clients being approximately equitably represented and Black clients overrepresented for both state hospitals and CMHCs.

Figures 1 through 10 show the relative staffing and relative utilization rates as a function of state for CMHCs and state hospitals. These figures were created in order to look for a relationship between relative staffing and relative utilization rates for different groups. If the two lines in the graph for a particular ethnic/racial group tend to be parallel, this indicates that the relative staffing rates and the relative utilization rates tend to co-vary for that ethnic/racial group. That is, those states with high staffing rates for an ethnic/racial group also tend to have high client utilization rates by that ethnic/racial group.

Visual evidence of some parallelism appears in nearly all these figures, with those states having divergent points serving as exceptions. The r values shown in the upper right-hand corner of Figures 1 through 10 are Pearson product moment correlation coefficients and serve as a mathematical approximation of the degree of parallelism in each graph. An r value of plus one would indicate perfect parallelism while a minus one indicates perfect divergence or mirror imaging of the two lines within a figure.

The four figures with the strongest parallelism, as indicated by visual inspection and the r values, are those for Native Americans in CMHCs (r=.65), Hispanics in state hospitals (r=.56) and CMHCs (r=.42) and Whites in state hospitals (r=.42). The parallelism in the graphs for the first three of these groups makes sense because of language considerations.

TABLE 1

Total Population and Number and Percent of Population by Racial/Ethnic Group in Eight Western States 1980 Census Data

		Total Population	White	Black	Native Amer.	Asian	Hispanic	Other
Alaska	percent	100%	76.1%	3.4%	16.0%	2.0%	2.4%	.1%
	number	400,481	304,635	13,619	64,047	8,035	9,497	648
Arizona	percent	100%	74.5%	2.8%	5.6%	.8%	16.2%	.03%
	number	2,717,866	2,026,262	75,034	152,857	22,098	440,701	914
Colorado	percent	100%	82.7%	3.5%	.6%	1.0%	11.7%	.3%
	number	2,888,834	2,390,479	101,702	18,059	29,897	339,300	9,397
Hawaii	percent	100%	31.0%	1.8%	.3%	60.5%	6.4%	N/A
	number	965,000	299,731	17,352	2,778	583,660	61,479	N/A
Idaho	percent	100%	93.9%	.3%	1.1%	.6%	3.9%	.2%
	number	943,935	886,187	2,716	10,521	5,948	36,615	1,948
Montana	percent	100%	93.3%	.2%	4.7%	.3%	1.3%	.09%
	number	786,690	734,410	1,786	37,270	2,503	9,974	747
New Mexico	percent	100%	52.8%	1.8%	8.0%	.5%	36.7%	.2%
	number	1,299,968	685,956	24,042	104,777	6,816	476,089	2,288
Utah	percent	100%	92.4%	.6%	1.0%	1.0%	4.1%	.5%
	number	1,461,037	1,350,462	9,225	19,256	15,076	60,302	6,716
Region	percent	100%	75.7%	2.1%	3.6%	5.9%	12.5%	.2%
	number	11,463,811	8,678,122	245,476	409,565	674,033	1,433,957	22,658

TABLE 2

Number and Percent of FTE by Racial/Ethnic Group and State For All Respondents in CMHCs

	WHITE NONHI	BLACK	NATIVE AMER	ASIAN-PAC I	HISPANIC	TOTAL
	% TOT FTE	% TOT FTE	% TOT FTE	% TOT FTE	% TOT FTE	% TOT FTE
Alaska	87.9%	.0%	4.1%	6.2%	1.9%	100.0%
(FTE)	(94.4)	(.0)	(4.4)	(6.7)	(2.0)	(107.5)
Arizona	74.7%	5.4%	7.1%	1.2%	11.6%	100.0%
(FTE)	(905.4)	(65.9)	(86.5)	(14.2)	(140.6)	(1212.6)
Colorado	80.6%	4.8%	.8%	.5%	13.3%	100.0%
(FTE)	(1023.8)	(61.3)	(9.9)	(6.3)	(169.1)	(1270.3)
Hawaii	37.4%	1.4%	.0%	59.9%	1.4%	100.0%
(FTE)	(107.4)	(4.0)	(.0)	(172.1)	(4.0)	(287.5)
Idaho	99.1%	.0%	.0%	.8%	.1%	100.0%
(FTE)	(118.1)	(.0)	(.0)	(1.0)	(.1)	(119.3)
Montana	94.6%	1.3%	2.8%	.0%	1.3%	100.0%
(FTE)	(212.0)	(3.0)	(6.2)	(.0)	(3.0)	(224.2)
New Mexico	58.3%	3.6%	2.6%	.0%	35.6%	100.0%
(FTE)	(193.6)	(12.0)	(8.5)	(.0)	(118.2)	(332.3)
Utah	87.7%	2.3%	1.3%	1.9%	6.8%	100.0%
(FTE)	(425.0)	(11.0)	(6.4)	(9.0)	(33.1)	(484.5)

Regional Total	76.3%	3.9%	3.0%	5.2%	11.6%	100.0%
(FTE)	(3079.7)	(157.2)	(121.8)	(209.2)	(470.1)	(4038.0)

TABLE 3

Number and Percent of FTE by Racial/Ethnic Group and State For Direct Care Respondents in CMHCs

	WHITE NONHI	BLACK	NATIVE AMER	ASIAN-PAC I	HISPANIC	TOTAL
	% TOT FTE	% TOT FTE	% TOT FTE	% TOT FTE	% TOT FTE	% TOT FTE
Alaska	96.4	.0	1.8	1.8	.0	100.0
(FTE)	(53.8)	(.0)	(1.0)	(1.0)	(.0)	(55.8)
Arizona	77.3	5.7	6.5	1.8	8.7	100.0
(FTE)	(479.3)	(35.0)	(40.3)	(11.2)	(54.1)	(619.9)
Colorado	82.1	5.1	.7	.4	11.8	100.0
(FTE)	(596.1)	(36.8)	(4.8)	(3.0)	(85.7)	(726.4)
Hawaii	44.9	1.6	.0	51.8	1.7	100.0
(FTE)	(84.4)	(3.0)	(.0)	(97.2)	(3.2)	(187.8)
Idaho	98.6	.0	.0	1.4	.0	100.0
(FTE)	(71.9)	(.0)	(.0)	(1.0)	(.0)	(72.9)
Montana	95.4	.7	3.1	.0	.7	100.0
(FTE)	(128.2)	(1.0)	(4.2)	(.0)	(1.0)	(134.4)
New Mexico	63.9	4.6	1.5	.0	30.0	100.0
(FTE)	(125.8)	(9.0)	(3.0)	(.0)	(59.0)	(196.9)
Utah	85.8	1.8	1.6	2.1	8.6	100.0
(FTE)	(281.5)	(6.0)	(5.4)	(7.0)	(28.1)	(328.0)

Regional Total	78.4	3.9	2.5	5.2	10.0	100.0
	(1821.0)	(90.8)	(58.7)	(120.4)	(231.3)	(2322.1)

TABLE 4

Number and Percent of FTE by Racial/Ethnic Group and State For All Respondents in State Hospitals

	WHITE NONHI	BLACK	NATIVE AMER	ASIAN-PAC I	HISPANIC	TOTAL
	% TOT FTE	% TOT FTE	% TOT FTE	% TOT FTE	% TOT FTE	% TOT FTE
Alaska (FTE)	93.4% (70.2)	4.0% (3.0)	.0% (.0)	1.3% (1.0)	1.3% (1.0)	100.0% (75.2)
Arizona (FTE)	71.0% (378.8)	13.2% (70.5)	1.5% (8.0)	1.7% (9.0)	12.6% (67.2)	100.0% (533.5)
Colorado (FTE)	72.7% (630.8)	3.5% (30.5)	.9% (8.0)	.7% (6.0)	22.2% (192.8)	100.0% (868.1)
Hawaii (FTE)	26.3% (68.1)	.8% (2.0)	.4% (1.0)	71.4% (184.8)	1.2% (3.0)	100.0% (258.9)
Idaho (FTE)	94.8% (145.4)	1.3% (2.0)	2.6% (4.0)	.0% (.0)	1.3% (2.0)	100.0% (153.4)
Montana (FTE)	94.8% (127.0)	3.0% (4.0)	1.5% (2.0)	.0% (.0)	.7% (1.0)	100.0% (134.0)
New Mexico (FTE)	8.3% (12.0)	.0% (.0)	.0% (.0)	.0% (.0)	91.7% (132.6)	100.0% (144.6)
Utah (FTE)	95.7% (245.3)	1.6% (4.0)	1.2% (3.0)	.4% (1.0)	1.2% (3.0)	100.0% (256.3)
Regional Total (FTE)	69.2% (1677.5)	4.8% (116.0)	1.1% (26.0)	8.3% (201.9)	16.6% (402.6)	100.0% (2423.9)

TABLE 5

Number and Percent of FTE by Racial/Ethnic Group and State For Direct Care Respondents in State Hospitals

	WHITE NONHI	BLACK	NATIVE AMER	ASIAN-PAC I	HISPANIC	TOTAL
	% TOT FTE	% TOT FTE	% TOT FTE	% TOT FTE	% TOT FTE	% TOT FTE
Alaska (FTE)	91.7 (33.2)	5.5 (2.0)	.0 (.0)	2.8 (1.0)	.0 (.0)	100.0 (36.2)
Arizona (FTE)	82.5 (183.4)	9.0 (20.0)	.9 (2.0)	2.3 (5.0)	5.3 (11.8)	100.0 (222.2)
Colorado (FTE)	76.7 (200.6)	2.3 (6.0)	1.1 (3.0)	.8 (2.0)	19.1 (50.0)	100.0 (261.6)
Hawaii (FTE)	37.1 (41.5)	.0 (.0)	.0 (.0)	61.1 (68.2)	1.8 (2.0)	100.0 (111.7)
Idaho (FTE)	90.7 (58.6)	1.5 (1.0)	6.2 (4.0)	.0 (.0)	1.5 (1.0)	100.0 (64.6)
Montana (FTE)	96.3 (52.6)	1.8 (1.0)	.0 (.0)	.0 (.0)	1.8 (1.0)	100.0 (54.6)
New Mexico (FTE)	11.3 (10.0)	.0 (.0)	.0 (.0)	.0 (.0)	88.7 (78.6)	100.0 (88.6)
Utah (FTE)	98.0 (100.0)	.0 (.0)	1.0 (1.0)	.0 (.0)	1.0 (1.0)	100.0 (101.9)

Regional Total	72.2 (679.8)	3.2 (30.0)	1.1 (10.0)	8.1 (76.2)	15.4 (145.4)	100.0 (941.4)

TABLE 6

Relative Staffing Rates by Racial/Ethnic Background and State Direct Care Providers in CMHCs

Race of Respondents

STATE	WHITE	BLACK	NATIVE AMERICAN	ASIAN	HISPANIC
Alaska	127%	-0-	11%	90%	-0-
Arizona	104%	204%	116%	225%	54%
Colorado	99%	146%	117%	40%	101%
Hawaii	145%	89%	-0-	86%	27%
Idaho	105%	-0-	-0-	233%	-0-
Montana	102%	350%	66%	-0-	54%
New Mexico	121%	256%	19%	-0-	82%
Utah	93%	267%	160%	210%	210%
Region	104%	186%	69%	88%	80%

TABLE 7

Relative Staffing Rates by Racial/Ethnic Background and State Direct Care Providers in State Hospitals

	Race of Respondents				
STATE	WHITE	BLACK	NATIVE AMERICAN	ASIAN	HISPANIC
Alaska	120%	161%	-0-	140%	-0-
Arizona	111%	321%	16%	288%	33%
Colorado	93%	66%	183%	80%	163%
Hawaii	120%	-0-	-0-	101%	28%
Idaho	97%	500%	564%	-0-	38%
Montana	103%	90%	-0-	-0-	138%
New Mexico	21%	-0-	-0-	-0-	242%
Utah	106%	-0-	100%	-0-	24%
Region	95%	152%	31%	137%	123%

TABLE 8

Relative Utilization Rates
by Racial/Ethnic Background and State
For CMHCs

Race of Clients

STATE	WHITE	BLACK	NATIVE AMERICAN	ASIAN	HISPANIC
Alaska	100.0	47.1	132.0	25.0	16.7
Arizona	100.1	160.7	103.6	37.5	90.7
Colorado	94.9	168.6	200.0	40.0	120.0
Hawaii	79.7	38.9	33.3	115.2	26.6
Idaho	103.0	133.3	90.9	33.3	41.0
Montana	102.8	50.0	74.5	33.3	338.5
New Mexico	103.8	133.3	55.0	160.0	102.2
Utah	96.9	233.3	150.0	30.0	178.0
Region	99.2	147.6	97.2	113.6	93.6

TABLE 9

Relative Utilization Rates
by Racial/Ethnic Background and State
For State Hospitals

	Race of Clients				
STATE	WHITE	BLACK	NATIVE AMERICAN	ASIAN	HISPANIC
Alaska	66.7	82.4	280.6	60.0	20.8
Arizona	98.8	253.6	71.4	50.0	91.4
Colorado	84.3	134.3	233.3	20.0	204.3
Hawaii	102.9	94.4	266.7	106.0	23.4
Idaho	99.4	166.7	209.1	50.0	94.9
Montana	103.0	50.0	70.2	33.3	30.8
New Mexico	74.4	144.4	38.8	460.0	143.6
Utah	98.8	383.3	40.0	20.0	139.0
Region	95.0	176.2	125.0	120.3	103.2

Relative staffing rates are plotted as open circles.
Relative utilization rates are plotted as filled circles.

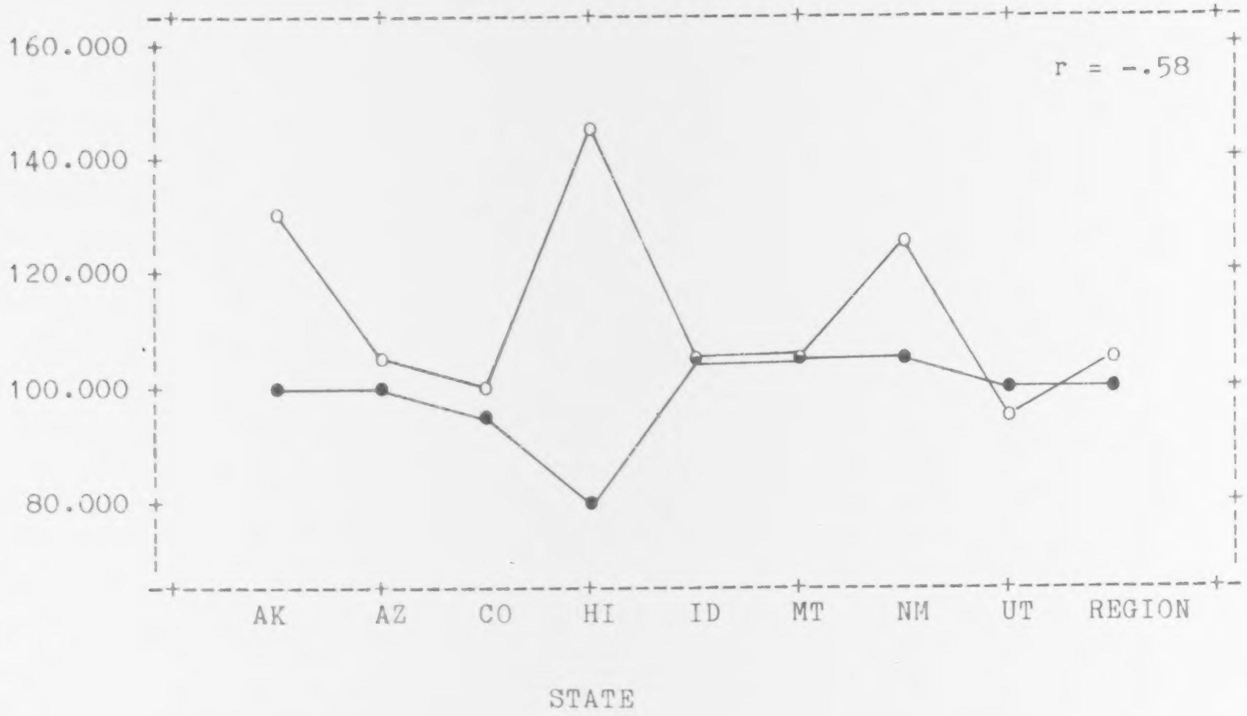


Figure 1. Relative staffing and relative utilization rates as a function of state. For Whites in CMHCs.

Relative staffing rates are plotted as open circles.
Relative utilization rates are plotted as filled circles.

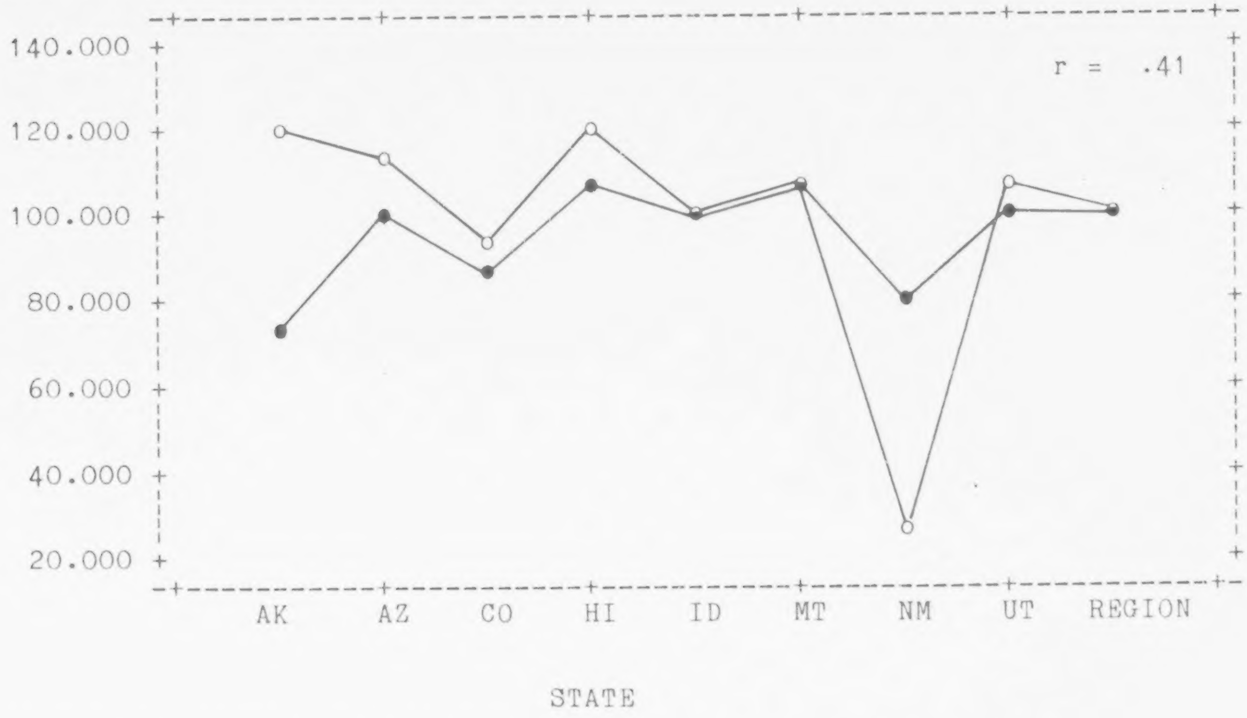


Figure 2. Relative staffing and relative utilization rates as a function of state. For Whites in State Hospitals.

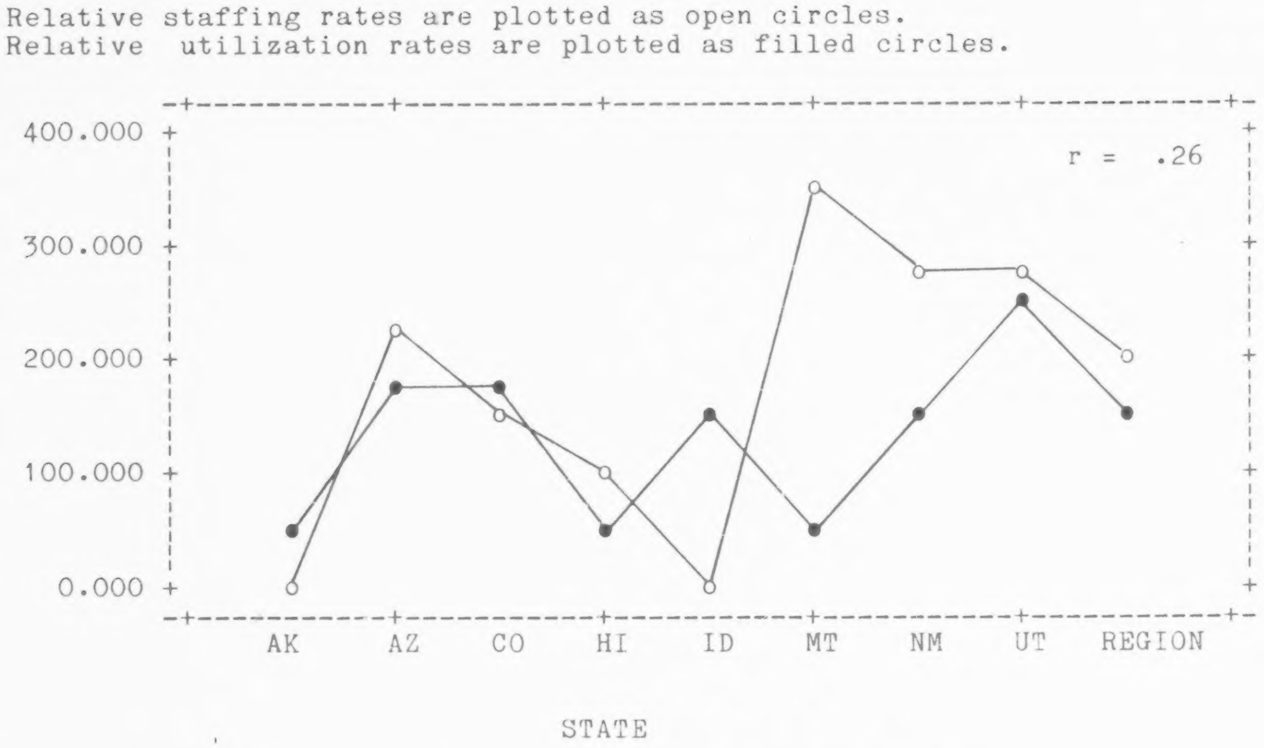

Relative staffing rates are plotted as open circles.
Relative utilization rates are plotted as filled circles.

Figure 3. Relative staffing and relative utilization rates as a function of state. For Blacks in CMHCs.

Relative staffing rates are plotted as open circles.
Relative utilization rates are plotted as filled circles.

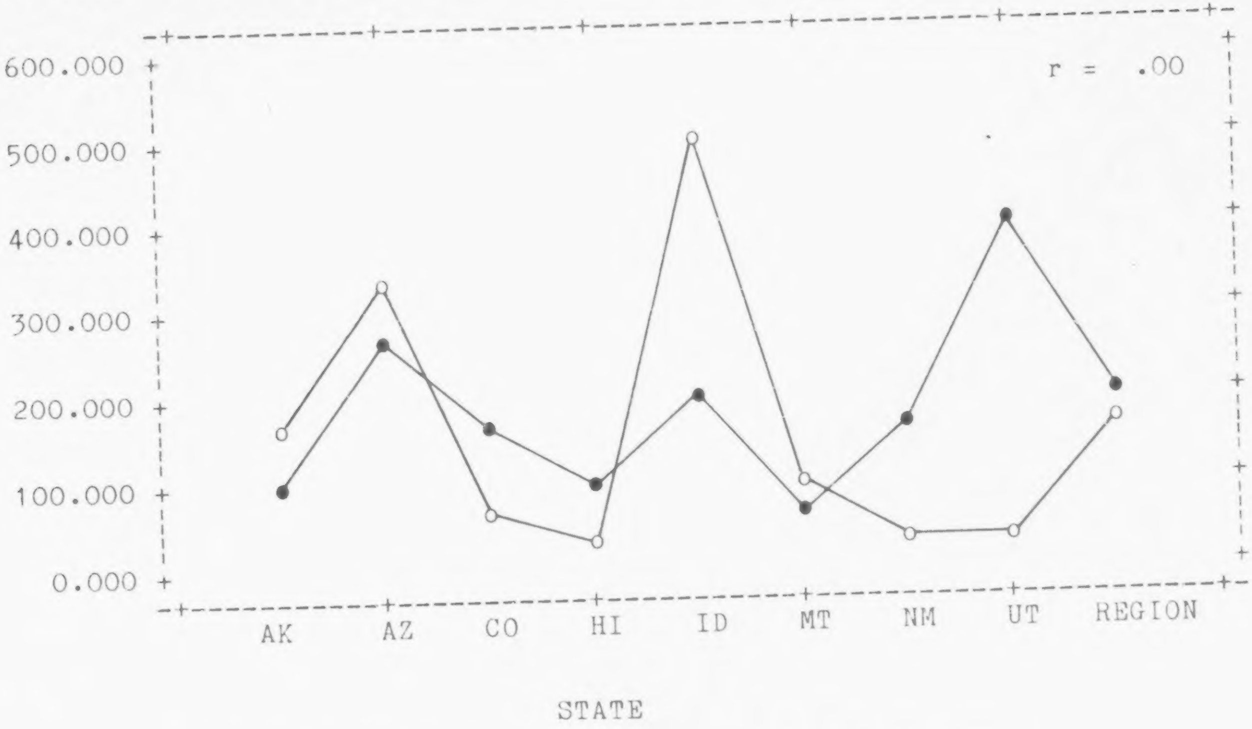


Figure 4. Relative staffing and relative utilization rates as a function of state. For Blacks in State Hospitals.

Relative staffing rates are plotted as open circles.
Relative utilization rates are plotted as filled circles.

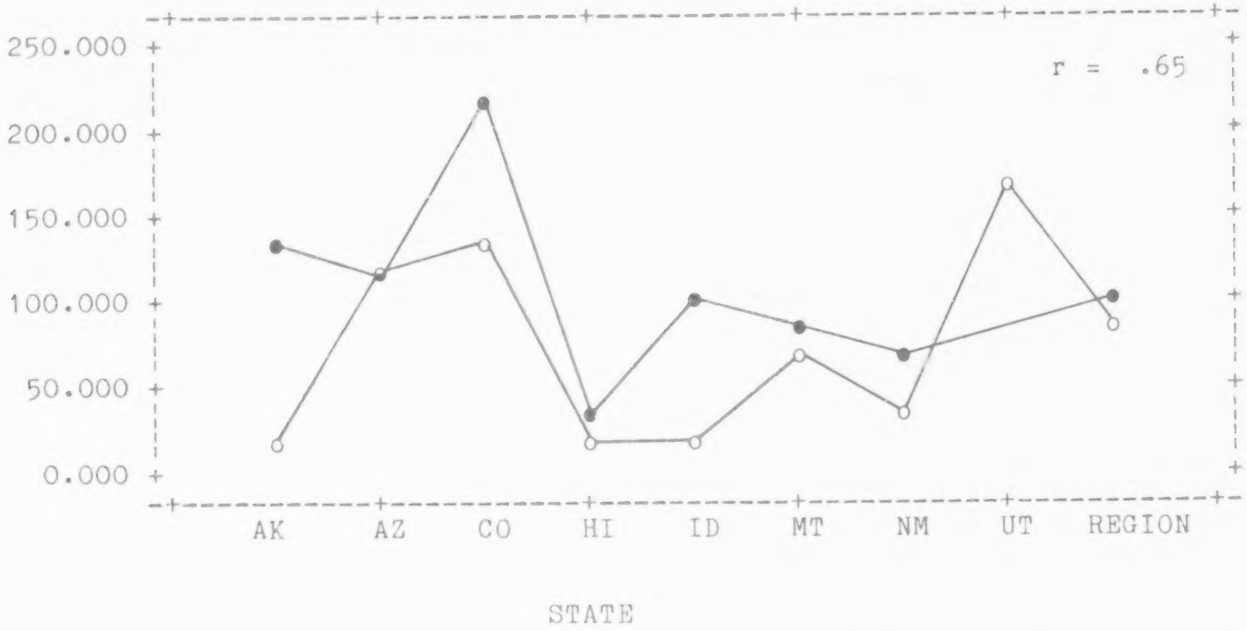


Figure 5. Relative staffing and relative utilization rates as a function of state. For Native Americans in CMHCs.

Relative staffing rates are plotted as open circles.
Relative utilization rates are plotted as filled circles.

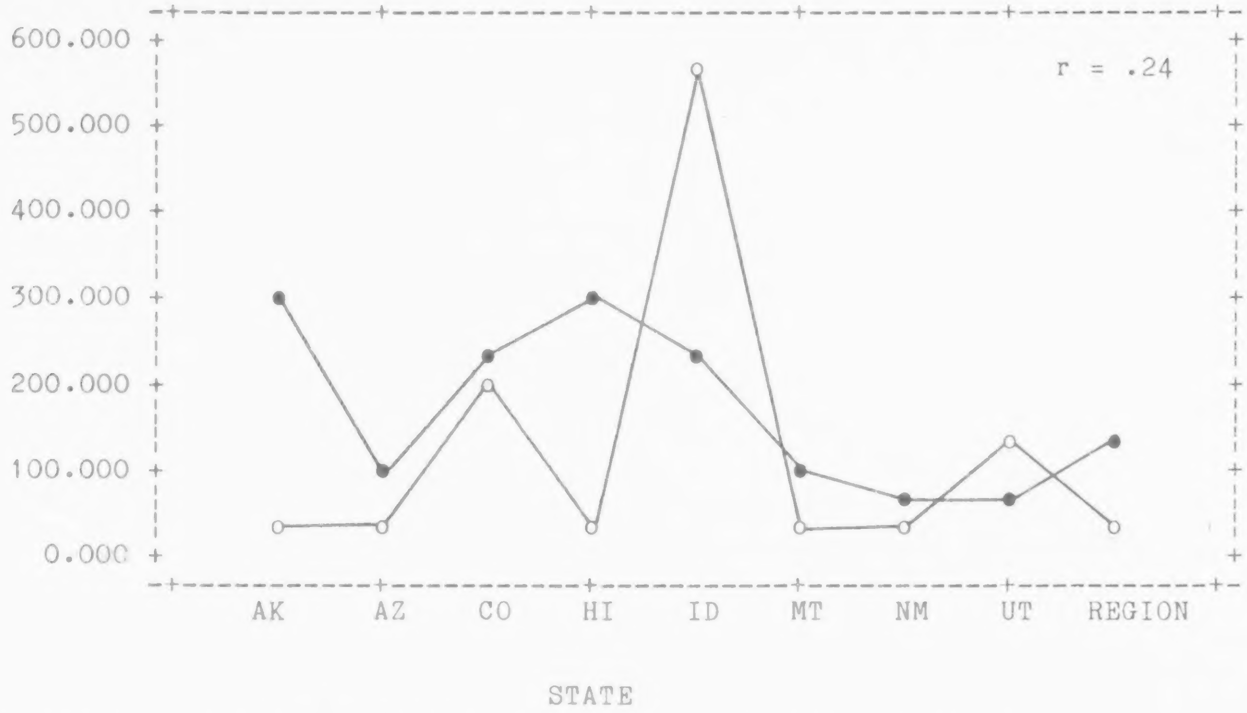


Figure 6. Relative staffing and relative utilization rates as a function of state. For Native Americans in State Hospitals.

Relative staffing rates are plotted as open circles.
Relative utilization rates are plotted as filled circles.

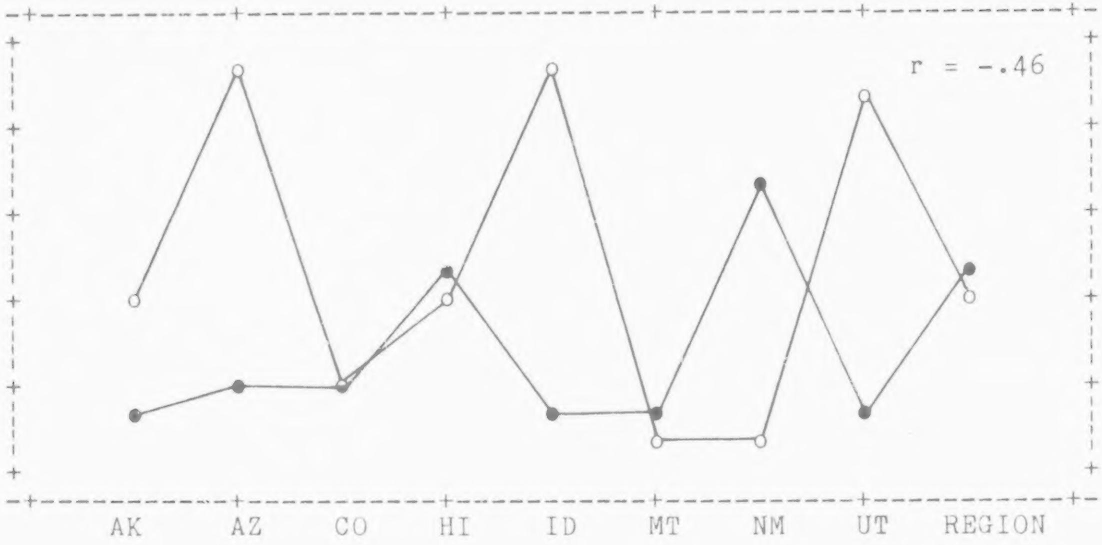


Figure 7. Relative staffing and relative utilization rates as a function of state. For Asians in CMHCs.

Relative staffing rates are plotted as open circles.
Relative utilization rates are plotted as filled circles.

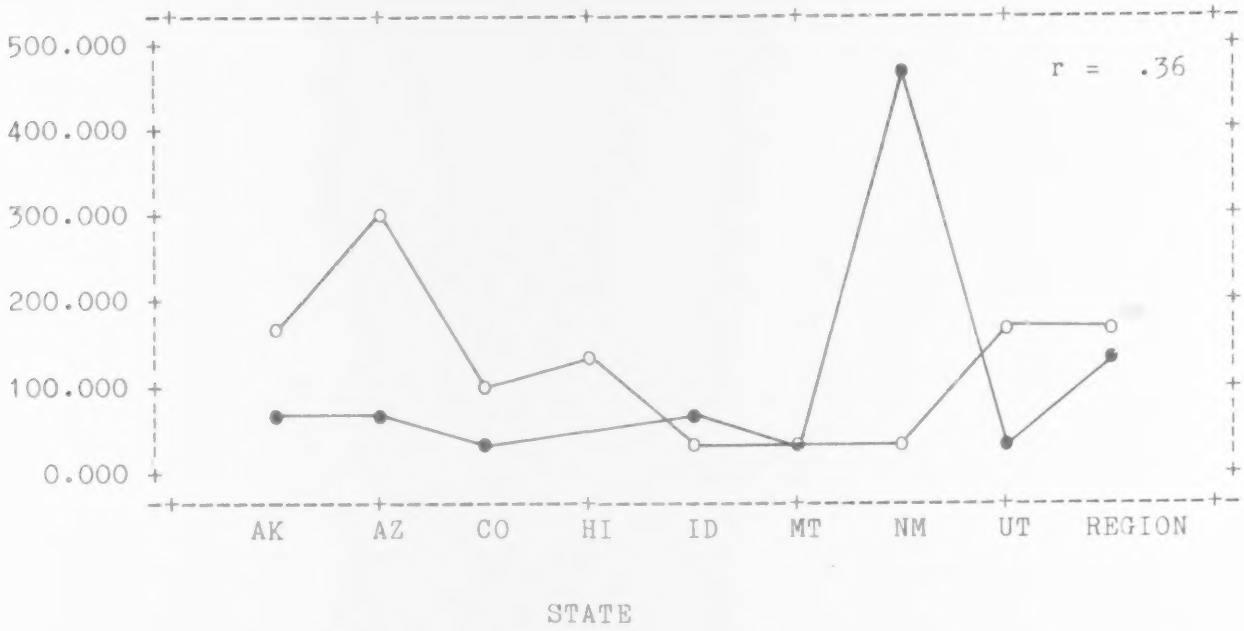


Figure 8. Relative staffing and relative utilization rates as a function of state. For Asians in State Hospitals.

Relative staffing rates are plotted as open circles.
Relative utilization rates are plotted as filled circles.

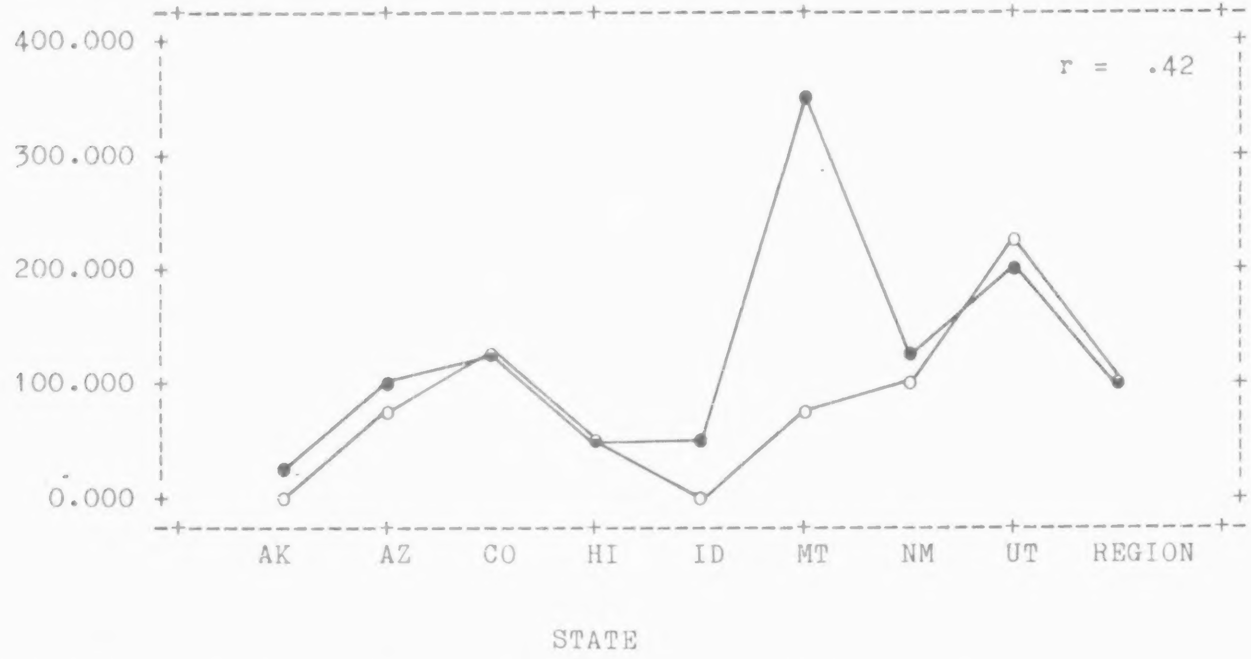
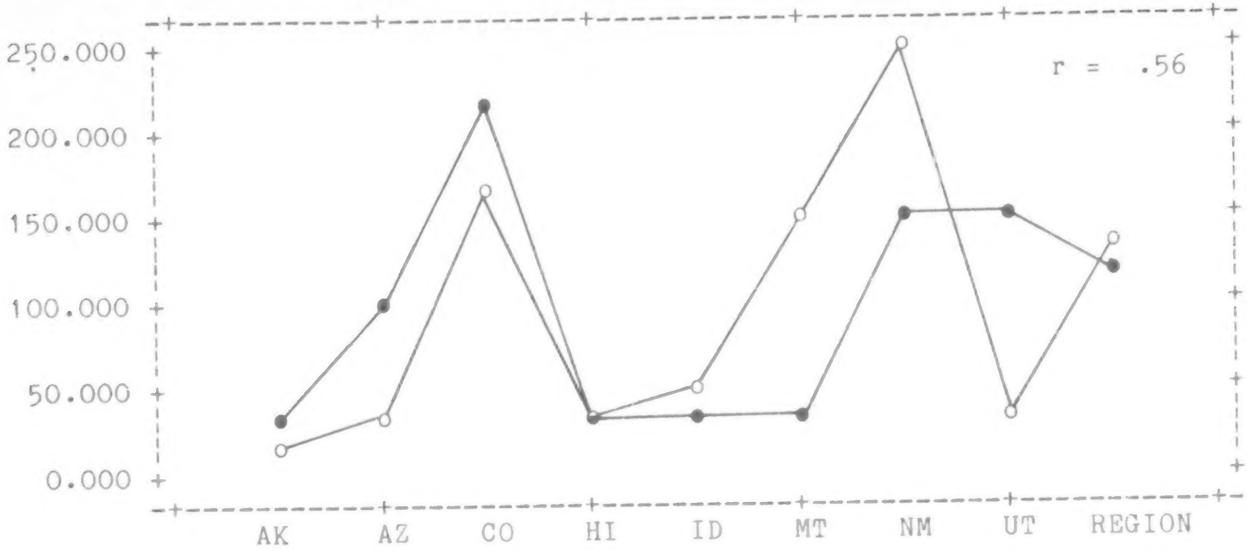


Figure 9. Relative staffing and relative utilization rates as a function of state. For Hispanics in CMHCs.

Relative staffing rates are plotted as open circles.
Relative utilization rates are plotted as filled circles.



STATE

Figure 10. Relative staffing and relative utilization rates as a function of state. For Hispanics in State Hospitals.

TABLE 10

Number and Percent of FTE by Racial/Ethnic Group ad Highest Educational Level For All Respondents in CMHCs

RACIAL/ ETHNIC GROUP	LT HS	HS OR GED	N.D. CERT	ASSOC DEG	B.A.	M.A.	DOCTORATE	OTHER	TOTAL
White	.8%	21.5%	5.0%	3.9%	19.7%	33.6%	13.1%	2.4%	100.0%
(FTE)	(23.6)	(658.3)	(154.6)	(119.6)	(604.8)	(1031.9)	(400.3)	(74.1)	(3067.2)
Black	.0%	36.9%	13.2%	11.2%	15.0%	19.9%	3.9%	.0%	100.0%
(FTE)	(.0)	(57.3)	(20.5)	(17.4)	(23.2)	(30.8)	(6.0)	(.0)	(155.2)
Nat. Amer.	11.4%	56.8%	13.4%	5.8%	5.8%	5.0%	1.7%	.2%	100.0%
(FTE)	(13.7)	(68.0)	(16.0)	(7.0)	(6.9)	(6.0)	(2.0%	(.2)	(119.8)
Asian	1.8%	20.9%	27.6%	7.4%	10.7%	16.0%	13.1%	2.5%	100.0%
(FTE)	(3.7)	(42.5)	(56.0)	(15.0)	(21.8)	(32.5)	(26.5)	(5.0)	(202.9)
Hispanic	3.9%	44.2%	4.6%	6.7%	14.9%	20.4%	4.2%	1.2%	100.0%
(FTE)	(17.9)	(205.1)	(21.4)	(31.0)	(69.1)	(94.5)	(19.7)	(5.5)	(464.1)
Total	1.5%	25.8%	6.7%	4.7%	18.1%	29.8%	11.3%	2.1%	100.0%
(FTE)	(58.9)	(1031.2)	(268.5)	(190.0)	(725.8)	(1195.7)	(454.5)	(84.8)	(4009.2)

TABLE 11

Number and Percent of FTE by Racial/Ethnic Group ad Highest Educational Level For All Respondents in State Hospitals

RACIAL/ ETHNIC GROUP	LT HS	HS OR GED	N.D. CERT	ASSOC DEG	B.A.	M.A.	DOCTORATE	OTHER	TOTAL
White	3.9%	39.5%	13.7%	9.6%	16.1%	10.1%	5.2%	1.9%	100.0%
(FTE)	(65.7)	(658.5)	(228.9)	(160.0)	(268.9)	(168.3)	(85.9)	(31.5)	(1667.7)
Black	20.4%	51.8%	11.7%	6.1%	1.7%	6.5%	1.7%	.0%	100.0%
(FTE)	(23.5)	(59.5)	(13.5)	(7.0)	(2.0)	(7.5)	(2.0)	(.0)	(115.0)
Nat. Amer.	7.7%	38.5%	26.9%	7.7%	15.4%	.0%	3.8%	.0%	100.0%
(FTE)	(2.0)	(10.0)	(7.0)	(2.0)	(4.0)	(.0)	(1.0%	(.0)	(26.0)
Asian	7.7%	38.4%	23.7%	5.2%	12.4%	4.6%	6.4%	1.5%	100.0%
(FTE)	(15.0)	(74.4)	(46.0)	(10.0)	(24.0)	(9.0)	(12.5)	(3.0)	(193.9)
Hispanic	22.2%	48.2%	11.9%	6.9%	4.7%	5.4%	.7%	.0%	100.0%
(FTE)	(88.9)	(193.0)	(47.6)	(27.5)	(19.0)	(21.6)	(3.0)	(.0)	(400.6)
Total	8.1%	41.4%	14.3%	8.6%	13.2%	8.6%	4.3%	1.4%	100.0%
(FTE)	(195.1)	(995.4)	(343.0)	(206.5)	(317.9)	(206.5)	(104.4)	(34.5)	(2403.2)

Section II. Staff Characteristics

In this section we examine the characteristics of staff of different ethnic/racial backgrounds in terms of their education level, salary, job function, supervisory/management level, tenure, and years in the mental health field.

Education Level

Tables 10 (CMHCs) and 11 (state hospitals) present information on the highest educational degree of respondents. The tables present number of FTE and percent of total FTE in each educational category for each ethnic/racial group. Educational categories are:

- LTHS - Less than high school
- HS or GED - High school diploma or general equivalence diploma
- ND Cert. - Nondegree certificate (including LPN and diploma programs)
- Assoc. Deg. - Associate (2-year college) degree
- B.A. - Bachelor's degree
- M.A. - Master's degree
- Doctorate - Ph.D. degree or M.D., D.O., D.D.S.
- Other - Other degree

An examination of these tables makes it clear that the hospital work force is much less well educated than is the CMHC work force. For example, 8.1 percent of state hospital respondents have less than a high school education whereas only 1.5 percent of the CMHC respondents are as poorly educated.

For both state hospitals and CMHCs, Whites and Asians tend to be better educated than are the other minority groups in that a larger proportion of the White and Asian respondents fall into the high end of the educational scale. For state hospitals, for example, 15.3 percent of White respondents and 11 percent of Asian respondents have a Master's or Ph.D. degree, while only 8.2 percent of Black respondents, 6.1 percent of Hispanic, and 3.8 percent of Native American respondents have graduate degrees. A similar, but less sharply defined pattern can be found for CMHCs, with 46.7 percent of Whites and 29.1 percent of Asians having graduate degrees, followed by 24.6 percent of Hispanics, 23.8 percent of Blacks, and 6.7 percent of Native Americans.

Looking at the other end of the spectrum, in CMHCs, only 22.3 percent of Whites and 22.7 percent of Asians have a high school degree or less compared to 36.9 percent of Blacks, 48.1 percent of Hispanics, and 68.2 percent of Native Americans. Native Americans fare somewhat better in state hospitals where they resemble Whites and Asians with the two most poorly educated groups in hospitals being Hispanics and Blacks. In state hospitals the percentages of each ethnic/racial group with a high school degree or less are: 43.4 percent for Whites, 46.1 percent for Asians, 46.2 percent for Native Americans, 70.4 percent for Hispanics and 72.2 percent for Blacks.

Salary Level

Variation in salaries of respondents from CMHCs and state hospitals is illustrated in Figures 11 and 12. In this section we examine the effect of race on salary and explore some other important sources of variation in income. A major goal is to find out how much of this variation in salary is due to race and how much can be attributed to other factors such as education/discipline.

Data on salary come from a question asking respondents "What is your current annual gross salary from this employer before deductions or taxes? (Exclude fringe benefits.)" Categories included in Figures 11 and 12 were provided for respondents to check. Because procedures for converting salaries of part-time personnel to a full-time equivalent salary did not provide reliable results, part-time personnel (4.3 percent of state hospital and 9.6 percent of CMHC respondents) are excluded.

A number of factors were used as predictors of salary in a multiple regression analysis in an attempt to account for the variation in salary. If we consider all the variation in salary for either CMHCs or state hospitals to be 100 percent, this multiple regression, analysis of variance procedure attributes variation in salary to various factors or causes. These factors include age, tenure, education/discipline, and race.

Figure 13 shows the average full-time salaries for respondents of state hospitals and CMHCs by racial/ethnic background. Here it can be seen that, except for Asian respondents in CMHCs, non-White respondents of all racial/ethnic backgrounds earn considerably less salary than that of White respondents. This effect is statistically significant for both state hospitals ($F(4,40)=8.60$, $p<.01$) and CMHCs ($F(4,40)=36.25$, $p<.01$) accounting for 3.7% and 5.8% of the variation in salary, respectively. There are a number of explanations for why non-White respondents earn less. Each of these reasons will be explored in turn. Respondents from certain non-White racial/ethnic backgrounds may have shorter tenures than do Whites, they may be underrepresented in the higher-paying education/disciplines, or they may earn less even when these factors are controlled for.

Details of the Regression Analysis. Results of the multiple regression analysis are shown in Tables 12 and 13. When considered together, age and tenure were important determinants of salary, accounting for 10.3 percent of the variation in salary in state hospitals and 14.5 percent of the variation in CMHCs. However, the lower incomes of non-White respondents is not due to their being younger or employed for a shorter period of time because, when the effects of age and tenure on salary were statistically controlled for by being removed from the data, racial/ethnic background still accounted for about the same percentage of the variation in salary as it did before, for both state hospitals and CMHC respondents.

By far the strongest predictor of salary was education/discipline. For state hospitals, education/discipline accounted for 43.4 percent of the variation in salary over and above the variation accounted for by age and tenure. For CMHCs, educational discipline predicted 48.5 percent of the variation in salary over and above that accounted for by age and tenure.

In evaluating the effect of education/discipline, a stepwise multiple regression procedure was used. First variation in salary due to the effects of age and tenure was removed from the sample. Then the effect of each of the disciplines on salary was evaluated and the particular discipline predicting the largest amount of variation was identified and selected. Variation in salary due to that discipline was removed. Then the remaining disciplines were again tested for their ability to account for the remaining variation and the next largest predictor was selected. This procedure continued until all of the disciplines had been ordered from the strongest predictor to the weakest. Each of ten discipline categories were used to predict departures of salary from a baseline of the average salaries of respondents belonging to the category of "other."

The amount of variation accounted for by each of the education/disciplines is also shown in Tables 12 and 13. For both CMHCs and state hospitals the strongest predictor of salary was the education/discipline category of psychiatrist, accounting for 22.4 percent of the salary variation in CMHC respondents and 15.6 percent of the variation in the salaries of state hospital respondents. The next three strongest predictors of salary for both types of facilities were Ph.D. psychologist, M.S.W. social worker, and respondents with other graduate degrees. Each of the other six disciplines shown in Tables 12 and 13, accounts for less than four percent of the variation, but most are still statistically significant.

The effect of race upon salary is strongly related to the effect of educational discipline. In fact, when the effect of education/discipline was controlled for, racial/ethnic background only accounted for one percent of the salary variation in state hospitals and 0.5 percent of the salary variation in CMHCs. These results mean that a large part of the differences in salaries among racial/ethnic backgrounds is due to the degree to which each is represented in the higher paying education/disciplines, with non-White respondents being under-represented in the higher paying education/discipline categories. This point is illustrated in Table 14 which shows the observed and expected proportion of respondents by education/discipline separately for White and non-White respondents. Here it can be seen that for both CMHCs and state hospitals, non-White respondents are underrepresented in all the education/discipline categories with salaries over $13,000 per year. For state hospitals, Whites and non-Whites are about equally represented in the low salaried education/discipline category of A.A. and non-degree certificate and the only category where non-White respondents are overrepresented is the lowest salaried category "other."

Still another source of the lower salaries of non-White respondents can be seen in Table 15. This table shows the average salaries for respondents of different racial/ethnic backgrounds separately for each discipline and, therefore, controls for the effect of education/discipline. Within many, but not all education/discipline categories, respondents of certain non-White racial/ethnic backgrounds receive salaries lower than the average earned by White respondents of the same education/discipline. This finding means that the lower average salaries of non-White respondents is not due entirely to these groups being over-represented in the lower salaried education disciplines. The effect shown in Table 15 is not consistent, however. Sometimes within a discipline Whites actually earn less than do members of other ethnic racial groups and sometimes they earn more. In other words, Table 15 shows that differences in salaries between ethnic racial backgrounds are not the same for all disciplines, or put another way, differences among education/disciplines in salary are not the same for all ethnic/racial groups.

This result is called a race by discipline interaction. It means that the effect of racial/ethnic background upon salary differs depending on the education/discipline of the respondent and conversely, the effect of education/discipline upon salary varies with the race of the respondent. This race by education/discipline interaction effect was considerably stronger for state hospitals, accounting for 4.3 percent of the variation in salary, than it was for CMHCs, where it accounted for only 1.6 percent of the salary variation, but for both types of facilities this interaction was statistically significant.

Table 15 is examined more closely in the discussion which follows. Because the number of respondents is probably too small to draw conclusions from, when there are fewer than three respondents, categories with fewer than three respondents are ignored in the discussion. Categories of non-White respondents earning at least $1,000 less than their White counterparts are listed below. For CMHCs these lower paid categories are: Asian and Hispanic M.A. psychologists; all non-White M.S.W. social workers; Blacks, Asians, and Hispanics with other graduate degrees; other nurses of Black and Hispanic racial/ethnic backgrounds; Native Americans with B.A. degrees and with A.A. degrees or with non-degree certificates. For state hospitals categories of non-White respondents earning at least $1,000 less than Whites include: Asian psychiatrists; Hispanic M.A. psychologists, Asian and Hispanic social workers; Asian and Native American respondents with B.A. degrees and respondents from all non-White racial ethnic backgrounds falling into the "other" category.

Although results of this report are far from conclusive, the categories mentioned above are probably worth considering as places where ethnic/racial discrimination may possibly still exist.

Summary. The findings presented in this section on salary can be summarized by the pie diagrams shown in Figures 14 and 15. The circle in Figure 14 represents 100 percent of the variation in salary for CMHCs and the circle in Figure 15 100 percent of the variation in salaries among respondents from state hospitals. Each of the "slices" in the figures illustrates that portion of variation predicted by a particular factor.

The first thing to notice in these two figures is that a large percentage of the variation in salary for both CMHCs and state hospitals remains unaccounted for by the factors considered here. This variation is probably due to other factors not considered, such as differences among geographical regions in cost of living, members of some educational disciplines holding administrative positions, etc.

The second most notable feature of these Figures is that education/discipline was clearly found to be a powerful predictor of salary, accounting for almost half of the salary variation within both CMHCs and state hospitals.

The third, and perhaps the most interesting point made by Figures 14 and 15 is that the factor of racial/ethnic background accounts for a respectable portion of the variation in salary, but that much of this variation is overlapped (that is, it is also predicted) by educational discipline. This finding means that much of the effect of race on salary is due to members of non-White ethnic/racial backgrounds belonging to the lower-salaried education/disciplines.

Finally, there is the presence of the race by education/discipline interaction, accounting for a small but significant portion of the salary variation in both CMHCs and state hospitals. This interaction tells us that the factors of race and educational discipline do not necessarily work in an additive manner. That is, if Hispanic respondents in state hospitals earn an average of $3,000 less than do White respondents and if, on average psychiatrists earn $20,000 more than do respondents with B.A. degrees, we cannot predict that a Hispanic psychiatrist will earn $3,000 less than will a White psychiatrist, but $20,000 more than a Hispanic respondent with a B.A. degree. In other words, differences in salary among racial/ethnic groups are not the same "across the board" of different education/disciplines.

Job Function

Tables 16 (CMHCs) and 17 (state hospitals) summarize responses to a question asking respondents to identify their primary job function within the areas of direct client care, community consultation or education (prevention), administration/management, or administrative or client support services. Over 50 percent of respondents in each ethnic/racial group listed direct client services as their primary function, except for Blacks in state hospitals in which 47.9 percent listed direct client care as the primary function.

In CMHCs a larger proportion of non-White respondents listed community consultation and education/prevention as their primary job function than did White respondents. A smaller proportion of Black and Native American respondents listed administration/management than did other ethnic groups. Approximately one-third of Hispanic and Native American respondents in CMHCs provide client, facility, and administrative support services.

In state hospitals a very small percent of respondents from any ethnic/racial group listed community consultation and education as their primary job function. A much larger proportion of Asian and White respondents are administrator/managers than are other ethnic groups in state hospitals. Black and Hispanic respondents are more apt to list support services as their primary function than are the other ethnic groups, with almost half of Black respondents in that category in state hospitals.

Supervisory/Management Level

In order to determine the characteristics of staff who are in leadership positions in CMHCs and state hospitals, respondents were asked whether or not they supervise the work of others. Tables 18 (CMHCs) and 19 (state hospitals) present the proportion of total FTE in each ethnic/racial group who indicate they supervise the work of others.

Tables 18 and 19 indicate that for both CMHCs and state hospitals, White staff and Asian staff are more likely to be supervisors or managers than staff in other ethnic/racial groups. In CMHCs, White and Asian staff are almost twice as likely to be supervisor/managers as are Black, Native American or Hispanic staff. In state hospitals a very large proportion of Asian/Pacific Islander staff are supervisor/managers, 64.1

percent of all state hospital Asian staff responding to the survey, 20.7 percent of non-Hispanic White staff and 16.4 percent of Hispanic staff are supervisor/managers. The lower proportion of Black, Hispanic and Native American staff in supervisor/management positions is no doubt related to the fact that these groups as a whole have a much lower education level. Tables 20 and 21 provide a picture of the proportion of supervisor/managers in different management levels.

Respondents who supervised the work of others were then asked to check the category which best described their position. Categories listed were:

- Agency head includes the executive director or manager of the mental health center or clinic or hospital superintendent.
- Director includes director of a program or an administrative unit.
- Supervisor includes supervisors of a subunit or staff component.
- Med. Direct is the medical director.
- MH Direct is the mental health clinical director.
- Other

Tables 20 (CMHCs) and 21 (state hospitals) present a breakdown of supervisory levels within CMHCs and hospitals. It should be noted that a definition for "supervise the work of others" was not provided in the questionnaire. Therefore, the "other" category in Tables 20 and 21 contains respondents who may not be in the facility's supervisory/management structure, such as secretaries who are responsible for providing orientation and checking the work of other secretaries or clinicians who supervise lesser trained or experienced workers, but are not part of the official management team.

Because of the small number of respondents who supervise the work of others in some ethnic categories percentages in some cases are misleading. For instance, in Table 21 the 8.3 percent of Black respondents who are agency heads or directors of program or administrative units represents only one FTE in each of these categories. In examining these tables, the FTE as well as the percentage should be considered.

Tables 20 and 21 indicate that while top management (agency head, medical director, clinical director) continue to be primarily provided by Whites, other ethnic groups are well represented as directors of program or administrative units within facilities and supervisors of subunits or staff components. For example, in state hospitals approximately 25 percent of directors of program or administrative units and supervisors of subunits or staff components are non-Whites; whereas approximately 30 percent of the entire hospital work force are non-White. In CMHCs 20 percent of racial/ethnic groups other than Whites are program or subunit directors or supervisors; whereas approximately 24 percent of CMHC work force respondents are non-White.

Tenure with Facility

Tables 22-25 present responses to a question asking respondents to list the month and year they started their current continuous employment with the facility. Facility tenure is derived by subtracting the month and year the survey was administered from the start date month and year for each respondent and is presented in years and fractions of years. For example, the tenure of a respondent whose start date was October 1976 in a facility which administered the questionnaire March 1981 would be 4.5 years. The tables present the mean years of employment for all respondents in a given ethnic/racial group by state and region. Tables 22 and 23 present FTE and percent of total FTE in CMHCs for all respondents and for direct care respondents only. Tables 24 and 25 present information for state hospital respondents.

Some observations in reviewing these tables are as follows:

- The mean facility tenure for all ethnic/racial groups for all states and the region, for all respondents and direct care respondents only is longer for state hospital respondents than for CMHC respondents. This is probably due to the fact that state hospitals have been operational longer than CMHCs and therefore some hospital respondents have a very long tenure with the facility.

- Tenure of all hospital respondents is slightly longer than hospital direct care respondents only; whereas in CMHCs direct care respondents have as long tenure as all respondents. This seems to indicate somewhat more turnover of direct care staff in state hospitals than administrative and support staff.

- As a group, the tenure of non-White ethnic/racial groups is at least as long and tends to be somewhat longer than Whites in both hospitals and CMHCs.

- The other significant findings in terms of tenure are the longer tenure of Asian/Pacific Islander respondents in both state hospitals and CMHCs in Hawaii; and the longer tenure of all ethnic/racial groups except Asian/Pacific Islanders in the Colorado State Hospital work force compared to other states.

Mean Number of Years in Mental Health

Six of the eight states included an optional item in their questionnaires asking respondents to report the number of years they had spent in the mental health field. Results are presented in Tables 26 and 27. Except for Asian/Pacific Islanders in CMHCs, there is little variation among ethnic/racial groups in mean years spent in the mental health field.

TABLE 12 *
Stepwise Analysis of Variance of Salary
CMHCs

Step/Source	df	SS	MS	F	p	Percent of Variance
1. AGE AND TENURE	4	34,734.16	8,683.54	330.79	<.01	14.4
. EDUC. DISCIPLINE	10	116,986.57	11,698.66	121.25	<.01	48.5
(Psychiatrist	1	54,030.91	54,030.91	560.02	<.01	22.4)
(Ph.D. Psychologist	1	19,537.96	19,537.96	202.51		8.1)
(Social Worker	1	13,748.94	13,748.94	142.06		5.7)
(Other Grad. Degrees	1	8,201.12	8,201.12	85.00		3.4)
(M.A. Psychologist		6,271.45	6,271.45	65.00		2.6)
(Grad. Counseling	1	5,789.03	5,789.03	60.00		2.4)
(B.A. Degrees	1	5,065.40	5,065.40	52.50		2.1)
(Grad. Nurse		3,618.14	3,618.14	37.50	<.01	1.5)
(Other Nurse	1	482.42	482.42	5.00	<.05	0.2)
(AA or Non-Deg. Cert.	1	241.21	241.21	2.50	ns	0.1)
. RACE	4	1,206.05	301.51	3.13	.05	0.5
4. RACE BY DISCIPLINE	40	3,859.35	96.48	3.68	.01	1.6
(Race by Discipline Interaction by Individual Component)						
(Psychiatrist	4	723.63	180.91	6.89	<.01	0.3)
(Ph.D. Psychologist	4	241.21	60.30	2.30	ns	0.1)
(M.A. Psychologist	4	241.21	60.30	2.30	ns	0.1)
(Grad. Counseling	4	241.21	60.30	2.30	ns	0.1)
(Grad. Social Worker	4	723.63	180.91	6.89	<.01	0.3)
(Other Grad. Degrees	4	0.00	-	-	ns	0.0)
(Grad. Nurse	4	964.84	241.21	9.19	<.01	0.4)
(Other Nurse	4	241.21	60.30	2.30	ns	0.1)
(B.A. Degrees	4	0.00	-	-	ns	0.0)
(AA or Non-Deg. Cert.	4	482.31	120.60	4.57	.01	0.2)
. RESIDUAL	3216	84,423.30	26.25	-	-	34.9
TOTAL	3274	241,209.43	-	--	-	100.0

*Note: Often two or more sources of variance can be correlated and therefore account for the same variation. Sources of ariation appearing below others do not contain variation accounted for by sources listed above them. Race by itself, for xample, accounted for 5.8% of the variance in salary, but only 0.5% after variation due to educational discipline was removed in Step 2. Also note that variation attributed to sources listed in initial caps is contained within sources of variation shown in all caps.

TABLE 13*
Stepwise Analysis of Variance of Salary
State Hospitals

Step/Source	df	SS	MS	F	p	Percent of Variance
1. AGE AND TENURE	4	14,767.36	3,691.84	122.99	.01	10.3
2. EDUC. DISCIPLINE	10	62,223.60	6,222.36	40.37	.01	43.4
(Educ. Discipline by Individual Component)						
(Psychiat.	1	22,366.09	22,366.09	145.11	.01	15.6)
(Other Grad. Deg.	1	11,039.67	11,039.67	71.63	.01	7.7)
(Social Workers	1	8,745.71	8,745.71	56.74	.01	6.1)
(Ph.D. Psych.	1	8,315.60	8,315.60	53.95	.01	5.8)
(B.A. Degree	1	4,731.29	4,731.29	30.70	.01	3.3)
(Non-Grad Nurse	1	2,007.21	2,007.21	13.02	.01	1.4)
(M.A. Psych.	1	1,433.72	1,433.72	9.30	.01	1.0)
(A.A. or Non-Deg.	1	1,433.72	1,433.72	9.30	.01	1.0)
(Counseling	1	1,290.35	1,290.35	8.89	.01	0.9)
(Grad. Nurse	1	1,003.60	1,003.60	6.51	.05	0.7)
3. RACE	4	1,290.35	322.59	2.09	NS	0.9
4. RACE BY DISCIPLINE	40	6,165.01	154.13	8.41	.01	4.3
(Race by Discipline Interaction by Individual Component)						
(Psychiatrist	4	430.12	107.53	5.58	<.01	0.3)
(Ph.D. Psychologist	4	-	-	-	NS	0.0)
(M.A. Psychologist	4	716.86	179.22	5.97	<.01	0.5)
(Grad. Counseling	4	286.74	71.69	2.39	<.01	0.2)
(Grad. Social Worker	4	430.12	107.53	5.58	<.01	0.3)
(Other Grad. Degrees	4	430.12	107.53	5.58	<.01	0.3)
(Grad. Nurse	4	3,584.31	896.08	29.85	<.01	2.5)
(Other Nurse	4	-	-	-	NS	0.0)
(B.A. Degrees	4	286.74	71.69	5.97	<.01	0.2)
(AA or Non-Deg. Cert.	4	-	-	-	NS	0.0)
RESIDUAL	2021	58,926.042	30.02	-	-	41.1
TOTAL	2021	143,372.36	-	-	-	100.0

*Note: Often two or more sources of variance can be correlated and therefore account for the same variation. Sources of variation appearing below others do not contain variation accounted for by sources listed above them. Race by itself, for example, accounted for 5.8% of the variance in salary, but only 0.5% after variation due to educational discipline was removed in step 2. Also note that variation attributed to sources listed in initial caps is contained within sources of variation shown in all caps.

TABLE 14

Percent of White and Non-White Staff by Education/Discipline

CMHCS N = 5521

Education/Discipline and Average Salary

	TOTAL	PSYCHIAT.	PH.D. PSYCHOL.	M.A. PSYCHOL.	SOCIAL WORKER	GRADUATE NURSE	GRADUATE COUNSELOR	OTHER GRAD DEG.	OTHER NURSE	B.A. DEGREE	AA & NON-DEG.CERT.	OTHER
Average Salary	$16,100	$34,100	$25,100	$18,600	$20,700	$20,200	$17,800	$18,300	$16,500	$12,600	$13,000	$10,500
White												
Observed Percent	79.1%	3.6%	5.5%	6.4%	12.1%	1.1%	4.2%	6.6%	2.5%	14.7%	5.6%	16.9%
Expected Percent	-	3.2%	4.8%	5.7%	11.1%	0.9%	3.6%	6.2%	2.5%	13.7%	7.1%	20.5%
Non-White												
Observed Percent	20.9%	0.4%	0.6%	0.8%	1.9%	0.0%	0.4%	1.2%	0.7%	2.6%	3.4%	9.0%
Expected Percent	-	0.8%	1.3%	1.5%	2.9%	0.2%	1.0%	1.6%	0.7%	3.6%	1.9%	5.4%
Total	100.0%	4.0%	6.1%	7.2%	14.0%	1.1%	4.6%	7.8%	3.2%	17.3%	9.0%	25.9%

STATE HOSPITALS N = 2510

Education/Discipline and Average Salary

	TOTAL	PSYCHIAT.	PH.D. PSYCHOL.	M.A. PSYCHOL.	SOCIAL WORKER	GRADUATE NURSE	GRADUATE COUNSELOR	OTHER GRAD DEG.	OTHER NURSE	B.A. DEGREE	AA & NON-DEG.CERT.	OTHER
Average Salary	$16,500	$37,100	$32,100	$23,400	$25,900	$25,000	$22,300	$24,300	$19,800	$17,300	$16,300	$13,000
White												
Observed Percent	69.6%	1.4%	1.3%	.7%	3.3%	.3%	.6%	4.7%	4.5%	8.9%	13.3%	30.6%
Expected Percent	-	1.3%	1.0%	.6%	2.9%	.2%	.4%	3.8%	4.0%	7.2%	13.2%	34.9%
Non-White												
Observed Percent	30.4%	0.4%	0.1%	0.2%	0.9%	.0%	.0%	0.8%	1.3%	1.5%	5.6%	19.5%
Expected Percent	-	0.5%	0.4%	0.3%	1.3%	0.1%	.2%	1.7%	1.8%	3.2%	5.7%	15.2%
Total	100.0	1.8%	1.4%	.9%	4.2%	.3%	.6%	5.5%	5.8%	10.4%	18.9%	50.1%

TABLE 15

Average Fulltime Salaries by Race and Education/Discipline

CMHCS

RACIAL/ ETHNIC GROUP	TOTAL	PSYCHIAT.	PH.D. PSYCHOL.	M.A. PSYCHOL.	SOCIAL WORKER	GRADUATE NURSE	GRADUATE COUNSELOR	OTHER GRAD DEG.	OTHER NURSE	B.A. DEGREE	AA & NON-DEG.CERT.	OTHER
White												
Average Salary	$16,900	$34,100	$24,800	$18,800	$21,100	$20,400	$17,900	$18,800	$17,000	$12,500	$12,600	$10,600
Number of Staff	3128	148	242	212	472	55	211	236	89	557	245	661
Black												
Average Salary	$13,900		$30,800	$21,600	$19,800		$1,500	$15,200	$12,800	$13,200	$13,600	$10,200
Number of Staff	156	0	6	6	18	0	1	7	4	24	33	57
Native American												
Average Salary	$10,600		$30,000	$25,000	$18,300		$25,000	$20,000	$20,000	$11,400	$10,400	$ 9,400
Number of Staff	120	0	1	1	3	0	1	1	1	8	21	83
Asian												
Average Salary	$16,800	$34,600	$26,500	$13,300	$18,200	$17,500	$10,000	$16,200	$18,800	$12,200	$15,600	$11,500
Number of Staff	211	16	10	3	26	2	1	12	9	15	69	48
Hispanic												
Average Salary	$13,200	$34,000	$23,900	$15,900	$20,000	$17,500	$18,000	$16,600	$13,000	$13,000	$12,000	$10,400
Number of Staff	501	5	14	17	45	2	18	30	14	71	45	240

STATE HOSPITALS

RACIAL/ ETHNIC GROUP	TOTAL	PSYCHIAT.	PH.D. PSYCHOL.	M.A. PSYCHOL.	SOCIAL WORKER	GRADUATE NURSE	GRADUATE COUNSELOR	OTHER GRAD DEG.	OTHER NURSE	B.A. DEGREE	AA & NON-DEG.CERT.	OTHER
White												
Average Salary	$17,500	$39,300	$31,800	$23,000	$26,000	$24,300	$22,100	$23,700	$19,600	$17,400	$16,300	$14,000
Number of Staff	1552	30	29	13	75	8	14	108	104	196	311	664
Black												
Average Salary	$13,800	$40,000			$31,200	$35,000		$17,500	$20,000	$15,000	$15,600	$11,300
Number of Staff	112	2	0	0	4	1	0	2	5	1	16	81
Native American												
Average Salary	$14,400		$30,000						$17,500	$15,000	$16,800	$10,100
Number of Staff	24	0	1	0	0	0	0	0	2	3	8	10
Asian												
Average Salary	$15,100	$23,200	$32,500		$24,000			$27,900	$18,700	$16,200	$16,000	$11,200
Number of Staff	201	7	2	0	5	0	0	12	8	21	50	96
Hispanic												
Average Salary	$14,200	$50,000		$21,200	$24,500	$20,000	$25,000	$29,100	$22,300	$18,400	$16,100	$12,000
Number of Staff	389	1	0	4	12	1	1	6	17	13	57	277

TABLE 16

Percent of FTE by Job Function For Respondents of Different Racial/Ethnic Backgrounds in CMHCs

	DIRECT CARE	COMM C & E	ADMIN-MANAG	ADMIN-SUPPT	TOTAL
	% FTE	% FTE	% FTE	% FTE	TOTAL
White (FTE)	55.8% (1695.0)	2.0% (62.2)	20.2% (614.1)	21.9% (666.1)	100.0% (3037.4)
Black (FTE)	60.5% (94.5)	5.1% (7.9)	12.8% (20.0)	21.6% (33.8)	100.0% (156.2)
Nat. Amer. (FTE)	52.3% (61.7)	6.7% (7.9)	9.8% (11.5)	31.2% (36.8)	100.0% (117.8)
Asian (FTE)	58.3% (105.4)	6.3% (11.4)	18.2% (32.9)	17.2% (31.0)	100.0% (180.7)
Hispanic (FTE)	50.7% (233.5)	4.0% (18.3)	17.6% (81.2)	27.7% (127.3)	100.0% (460.3)

TABLE 17

Percent of FTE by Job Function For Respondents of Different Racial/Ethnic Backgrounds in State Hospitals

FTE and Percent of Total (Row) FTE
Broken down by Ethnic Group and Job Function

	DIRECT CARE	COMM C & E	ADMIN-MANAG	ADMIN-SUPPT	TOTAL
	% FTE	% FTE	% FTE	% FTE	TOTAL
White* (FTE)	59.2% (604.6)	.6% (6.0)	10.3% (105.0)	29.9% (305.1)	100.0% (1020.6)
Black (FTE)	47.9% (40.0)	.0% (.0)	2.4% (2.0)	49.7% (41.5)	100.0% (83.5)
Nat. Amer. (FTE)	66.7% (12.0)	.0% (.0)	5.6% (1.0)	27.8% (5.0)	100.0% (18.0)
Asian (FTE)	55.3% (91.6)	.6% (1.0)	11.5% (19.0)	32.6% (54.0)	100.0% (165.6)
Hispanic (FTE)	54.5% (114.4)	.5% (1.0)	6.7% (14.0)	38.3% (80.4)	100.0% (209.8)

TABLE 18

FTE and Percent of Total FTE in Supervisory/Management Positions in CMHCs

	White	Black	Native American	Asian	Hispanics	All Ethnic Groups
Supervisory/Mgmt.	26.8%	16.2%	16.7%	27.9%	16.9%	25.0%
Percent	(825.6)	(25.5)	(20.4)	(58.4)	(79.6)	(1009.5)
FTE						
Total FTE	(3079.7)	(157.2)	(121.8)	(209.2)	(470.1)	(4038.0)

TABLE 19

FTE and Percent of Total FTE in Supervisory/Management Positions in State Hospitals

	White	Black	Native American	Asian	Hispanics	All Ethnic Groups
Supervisory/Mgmt.						
Percent	20.7%	13.2%	10.2%	64.1%	16.4%	22.0%
FTE	(377.7)	(12.0)	(6.0)	(77.2)	(38.0)	(510.9)
Total FTE	(1821.0)	(90.8)	(58.7)	(120.4)	(231.3)	(2322.1)

TABLE 20

Percent of FTEs in Supervisory Management Positions by Supervisory Level For Respondents of Different Racial/Ethnic Backgrounds in CMHCs

	AGENCY HEAD	DIRECTOR	SUPERVISOR	MED. DIRECT	M.H. DIRECT	OTHER	Total
	% FTE	% FTE	% FTE	% FTE	% FTE	% FTE	% FTE
White (FTE)	9.3% (76.6)	27.1% (223.5)	46.8% (386.1)	1.7% (13.9)	3.2% (26.4)	12.0% (99.2)	100.0% (825.6)
Black (FTE)	.0% (.0)	19.6% (5.0)	64.7% (16.5)	.0% (.0)	.0% (.0)	15.7% (4.0)	100.0% (25.5)
Nat. Amer. (FTE)	.0% (.0)	14.7% (3.0)	63.8% (13.0)	.0% (.0)	.0% (.0)	21.5% (4.4)	100.0% (20.4)
Asian (FTE)	1.7% (1.0)	41.1% (24.0)	30.2% (17.6)	.0% (.0)	3.0% (1.7)	24.0% (14.0)	100.0% (58.4)
Hispanic (FTE)	8.8% (7.0)	36.5% (29.0)	44.1% (35.1)	1.3% (1.0)	.0% (.0)	9.4% (7.5)	100.0% (79.6)

TABLE 21

Percent of FTEs in Supervisory Management Positions by Supervisory Level For Respondents of Different Racial/Ethnic Backgrounds in State Hospitals

	AGENCY HEAD	DIRECTOR	SUPERVISOR	MED. DIRECT	M.H. DIRECT	OTHER	Total
	% FTE	% FTE	% FTE	% FTE	% FTE	% FTE	% FTE
White (FTE)	1.3% (5.0)	18.5% (69.8)	66.8% (252.4)	.8% (3.0)	.9% (3.2)	11.7% (44.3)	100.0% (377.7)
Black (FTE)	8.3% (1.0)	8.3% (1.0)	50.0% (6.0)	.0% (.0)	8.3% (1.0)	25.0% (3.0)	100.0% (12.0)
Nat. Amer. (FTE)	.0% (.0)	16.7% (1.0)	50.0% (3.0)	.0% (.0)	.0% (.0)	33.3% (2.0)	100.0% (6.0)
Asian (FTE)	.0% (.0)	19.4% (15.0)	51.8% (40.0)	.0% (.0)	.0% (.0)	28.8% (22.2)	100.0% (77.2)
Hispanic (FTE)	.0% (.0)	18.4% (7.0)	76.3% (29.0)	.0% (.0)	.0% (.0)	5.3% (2.0)	100.0% (38.0)

TABLE 22

Average Tenure With Facility by Racial/Ethnic Background and State For All Respondents From CMHCs

	WHITE NONHI	BLACK	NATIVE AMER	ASIAN-PAC I	HISPANIC	TOTAL
	AVE YRS/FTE	AVE YRS/FTE	AVE YRS/FTE	AVE YRS/FTE	AVE YRS/FTE	AVE YRS/FTE
Alaska (FTE)	2.3 (91.4)	.0 (.0)	3.6 (3.4)	2.5 (6.7)	.4 (1.0)	2.4 (102.4)
Arizona (FTE)	3.0 (865.8)	2.2 (64.9)	2.4 (80.5)	1.7 (14.2)	2.3 (135.8)	2.8 (1161.2)
Colorado (FTE)	3.9 (1017.3)	4.8 (61.3)	2.7 (9.9)	3.0 (6.3)	3.6 (164.1)	3.9 (1258.8)
Hawaii (FTE)	5.0 (103.4)	4.3 (4.0)	.0 (.0)	8.0 (166.7)	14.8 (3.7)	6.9 (277.8)
Idaho (FTE)	5.0 (116.1)	.0 (.0)	.0 (.0)	7.0 (1.0)	.7 (.1)	5.0 (117.3)
Montana (FTE)	3.6 (198.5)	2.1 (3.0)	3.3 (6.2)	.0 (.0)	5.7 (3.0)	3.6 (210.7)
New Mexico (FTE)	2.9 (184.8)	2.0 (11.0)	1.3 (8.5)	.0 (.0)	3.2 (115.9)	2.9 (320.2)
Utah (FTE)	4.8 (415.0)	6.0 (10.0)	3.3 (6.4)	3.5 (9.0)	4.5 (32.1)	4.7 (472.4)
Total (FTE)	3.7 (2992.3)	3.5 (154.2)	2.5 (114.8)	7.0 (203.8)	3.3 (455.8)	3.8 (3920.9)

NOTE: Some states did not ask what month the questionaire was filled out; individuals in these states were assigned a default value of June 31st (i.e., the midpoint of the year). Individuals who failed to respond to the same question were assigned the most frequent response for that state.

TABLE 23

Average Tenure With Facility by Racial/Ethnic Background and State For Direct Care Respondents From CMHCs

	WHITE NONHI	BLACK	NATIVE AMER	ASIAN-PAC I	HISPANIC	TOTAL
	AVE YRS/FTE	AVE YRS/FTE	AVE YRS/FTE	AVE YRS/FTE	AVE YRS/FTE	AVE YRS/FTE
Alaska (FTE)	2.8 (52.8)	.0 (.0)	8.7 (1.0)	.9 (1.0)	.0 (.0)	2.9 (54.8)
Arizona (FTE)	2.9 (463.2)	2.5 (34.1)	2.1 (37.3)	1.9 (11.2)	2.8 (51.3)	2.8 (597.0)
Colorado (FTE)	3.9 (592.4)	5.7 (36.8)	1.8 (4.8)	.9 (3.0)	3.6 (83.8)	4.0 (720.7)
Hawaii (FTE)	5.0 (81.4)	5.7 (3.0)	.0 (.0)	8.4 (93.2)	17.2 (3.0)	7.0 (180.6)
Idaho (FTE)	5.1 (71.9)	.0 (.0)	.0 (.0)	7.0 (1.0)	.0 (.0)	5.2 (72.9)
Montana (FTE)	3.8 (119.8)	.1 (1.0)	3.2 (4.2)	.0 (.0)	5.3 (1.0)	3.7 (126.0)
New Mexico (FTE)	2.7 (121.8)	2.5 (8.0)	.2 (3.0)	.0 (.0)	3.3 (57.8)	2.8 (190.6)
Utah (FTE)	5.0 (276.4)	6.6 (6.0)	3.5 (5.4)	2.5 (7.0)	4.2 (27.1)	4.9 (321.9)
Total (FTE)	3.8 (1779.6)	4.2 (88.8)	2.3 (55.7)	7.2 (116.4)	3.6 (224.0)	3.9 (2264.5)

NOTE: Some states did not ask what month the questionaire was filled out; individuals in these states were assigned a default value of June 31st (i.e., the midpoint of the year). Individuals who merely failed to respond to this question were assigned the most frequent response for that state.

TABLE 24

Average Tenure With Facility by Racial/Ethnic Background and State For All Respondents From State Hospitals

	WHITE NONHI	BLACK	NATIVE AMER	ASIAN-PAC I	HISPANIC	TOTAL
	AVE YRS/FTE	AVE YRS/FTE	AVE YRS/FTE	AVE YRS/FTE	AVE YRS/FTE	AVE YRS/FTE
Alaska (FTE)	4.4 (70.2)	4.6 (3.0)	.0 (.0)	1.4 (1.0)	1.0 (1.0)	4.3 (75.2)
Arizona (FTE)	6.7 (373.4)	6.4 (66.0)	4.2 (8.0)	4.1 (9.0)	5.0 (66.2)	6.4 (522.6)
Colorado (FTE)	12.0 (625.2)	12.3 (29.5)	10.8 (8.0)	6.7 (6.0)	11.3 (189.8)	11.8 (858.5)
Hawaii (FTE)	5.5 (66.8)	3.5 (2.0)	4.3 (1.0)	10.7 (174.6)	3.3 (3.0)	9.2 (247.4)
Idaho (FTE)	7.8 (141.4)	2.1 (2.0)	10.0 (4.0)	.0 (.0)	3.1 (2.0)	7.8 (149.4)
Montana (FTE)	7.0 (123.8)	5.3 (4.0)	.5 (2.0)	.0 (.0)	1.3 (1.0)	6.8 (130.8)
New Mexico (FTE)	5.9 (12.0)	.0 (.0)	.0 (.0)	.0 (.0)	9.4 (127.6)	9.1 (139.6)
Utah (FTE)	5.4 (235.3)	6.4 (4.0)	.8 (3.0)	1.6 (1.0)	4.4 (2.0)	5.3 (245.3)
Total (FTE)	8.5 (1648.0)	7.8 (110.5)	6.5 (26.0)	10.2 (191.6)	9.4 (392.6)	8.7 (2368.8)

NOTE: Some states did not ask what month the questionaire was filled out; individuals in these states were assigned a default value of June 31st (i.e., the midpoint of the year). Individuals who failed to respond to the same question were assigned the most frequent response for that state.

TABLE 25

Average Tenure With Facility by Racial/Ethnic Background and State For Direct Care Respondents from State Hospitals

	WHITE NONHI	BLACK	NATIVE AMER	ASIAN-PAC I	HISPANIC	TOTAL
	AVE YRS/FTE	AVE YRS/FTE	AVE YRS/FTE	AVE YRS/FTE	AVE YRS/FTE	AVE YRS/FTE
Alaska	4.8	6.4	.0	1.4	.0	4.8
(FTE)	(33.2)	(2.0)	(.0)	(1.0)	(.0)	(36.2)
Arizona	5.5	5.3	.7	4.0	5.0	5.4
(FTE)	(183.4)	(18.0)	(2.0)	(5.0)	(11.8)	(220.2)
Colorado	10.0	6.8	12.7	7.3	13.8	10.7
(FTE)	(199.6)	(5.0)	(3.0)	(2.0)	(49.0)	(258.6)
Hawaii	4.6	.0	.0	10.4	2.4	8.0
(FTE)	(40.3)	(.0)	(.0)	(61.2)	(2.0)	(103.5)
Idaho	6.6	1.6	10.0	.0	2.8	6.7
(FTE)	(56.6)	(1.0)	(4.0)	(.0)	(1.0)	(62.6)
Montana	7.0	7.4	.0	.0	1.3	6.9
(FTE)	(52.6)	(1.0)	(.0)	(.0)	(1.0)	(54.6)
New Mexico	4.1	.0	.0	.0	8.5	8.0
(FTE)	(10.0)	(.0)	(.0)	(.0)	(76.6)	(86.6)
Utah	4.9	.0	.3	.0	7.0	4.9
(FTE)	(96.4)	(.0)	(1.0)	(.0)	(1.0)	(98.4)
Total	6.9	5.6	8.0	9.7	9.8	7.5
(FTE)	(672.1)	(27.0)	(10.0)	(69.2)	(142.4)	(920.7)

NOTE: Some states did not ask what month the questionaire was filled out; individuals in these states were assigned a default value of June 31st (i.e., the midpoint of the year). Individuals who merely failed to respond to this question were assigned the most frequent response for that state.

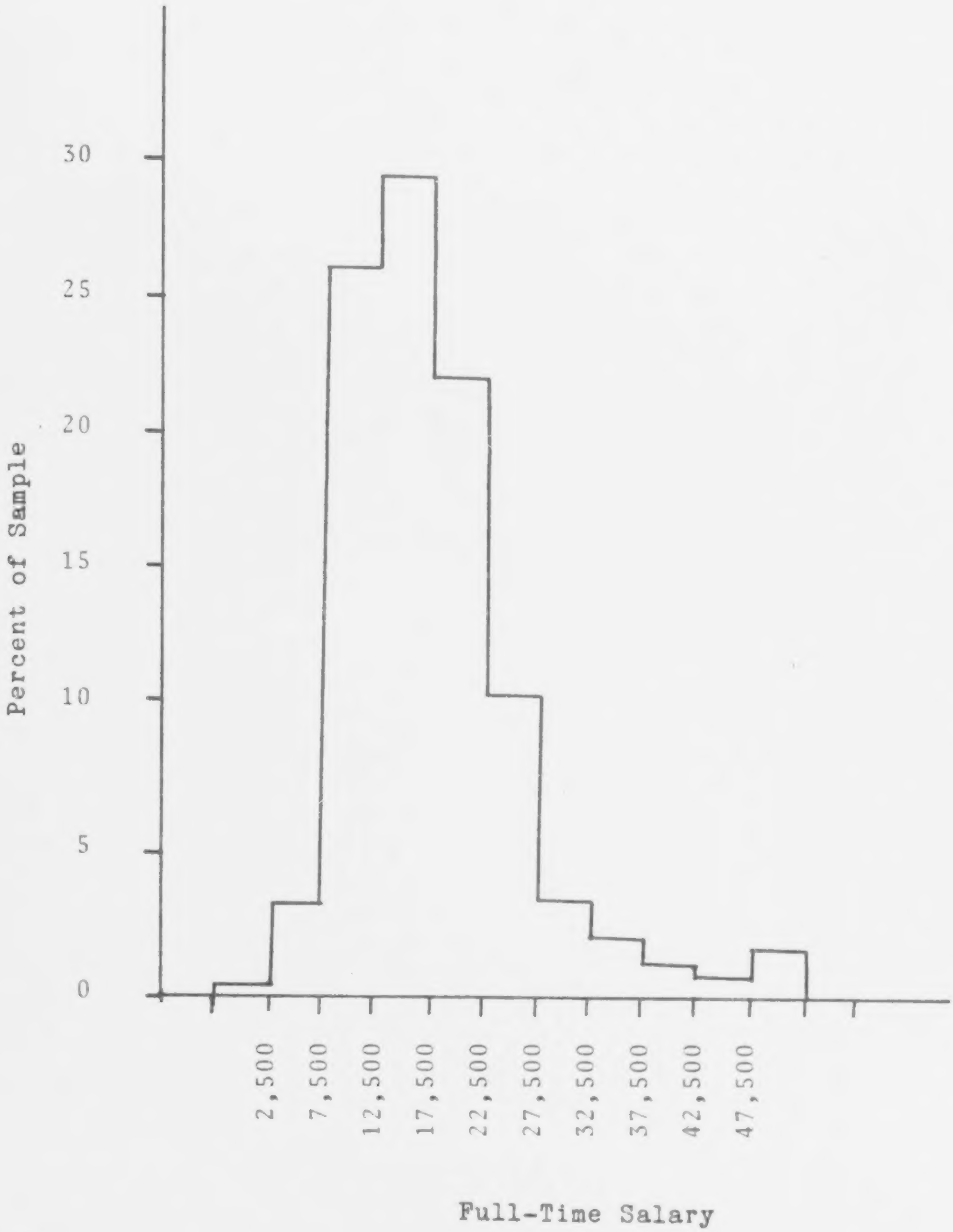


Figure 11. Frequency distribution of full-time salaries of respondents from CMHCs.

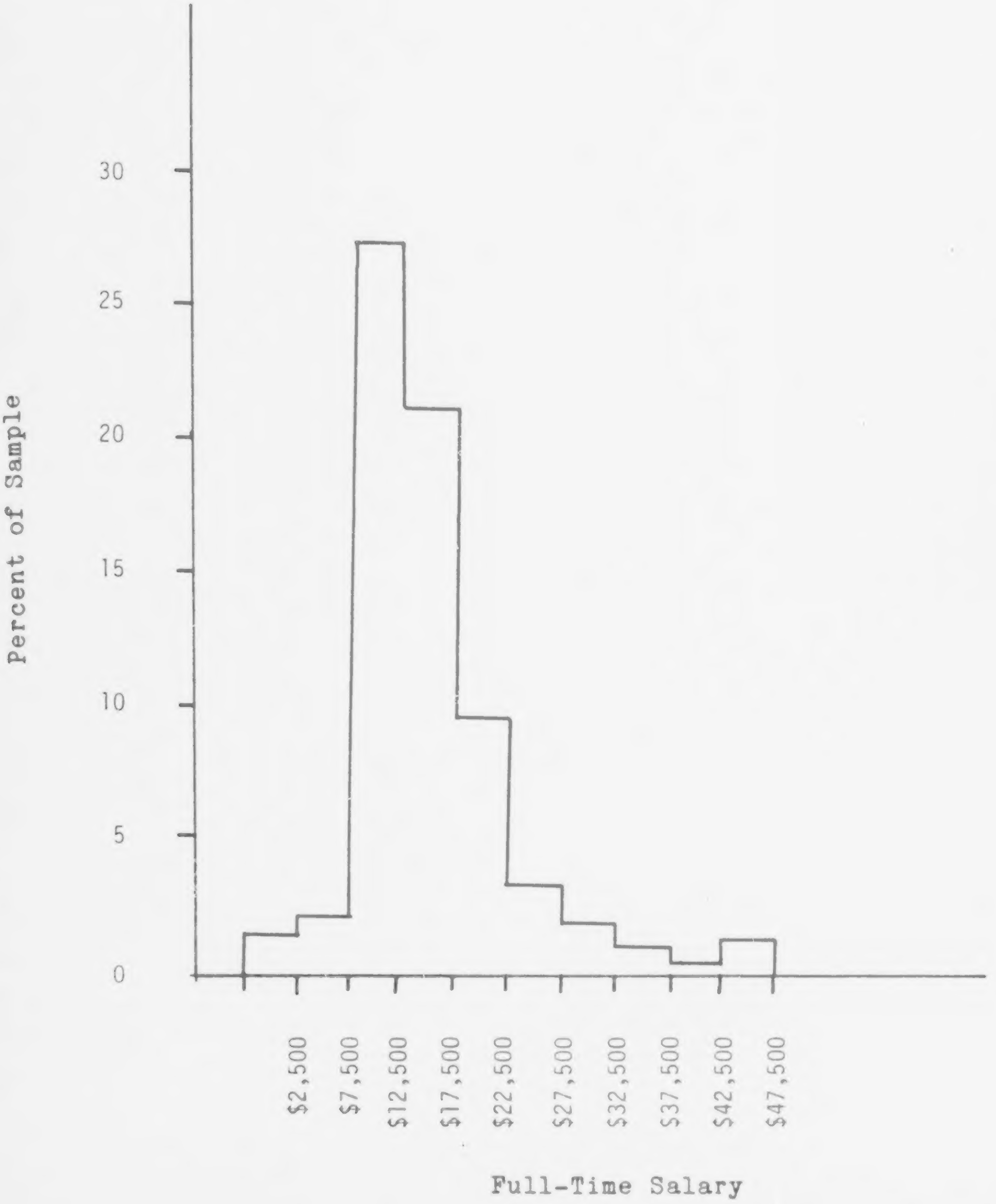


Figure 12. Frequency distribution of full-tine salaries of respondents from state hospitals.

State hospitals are plotted as open circles.
CMHCs are plotted as filled circles.

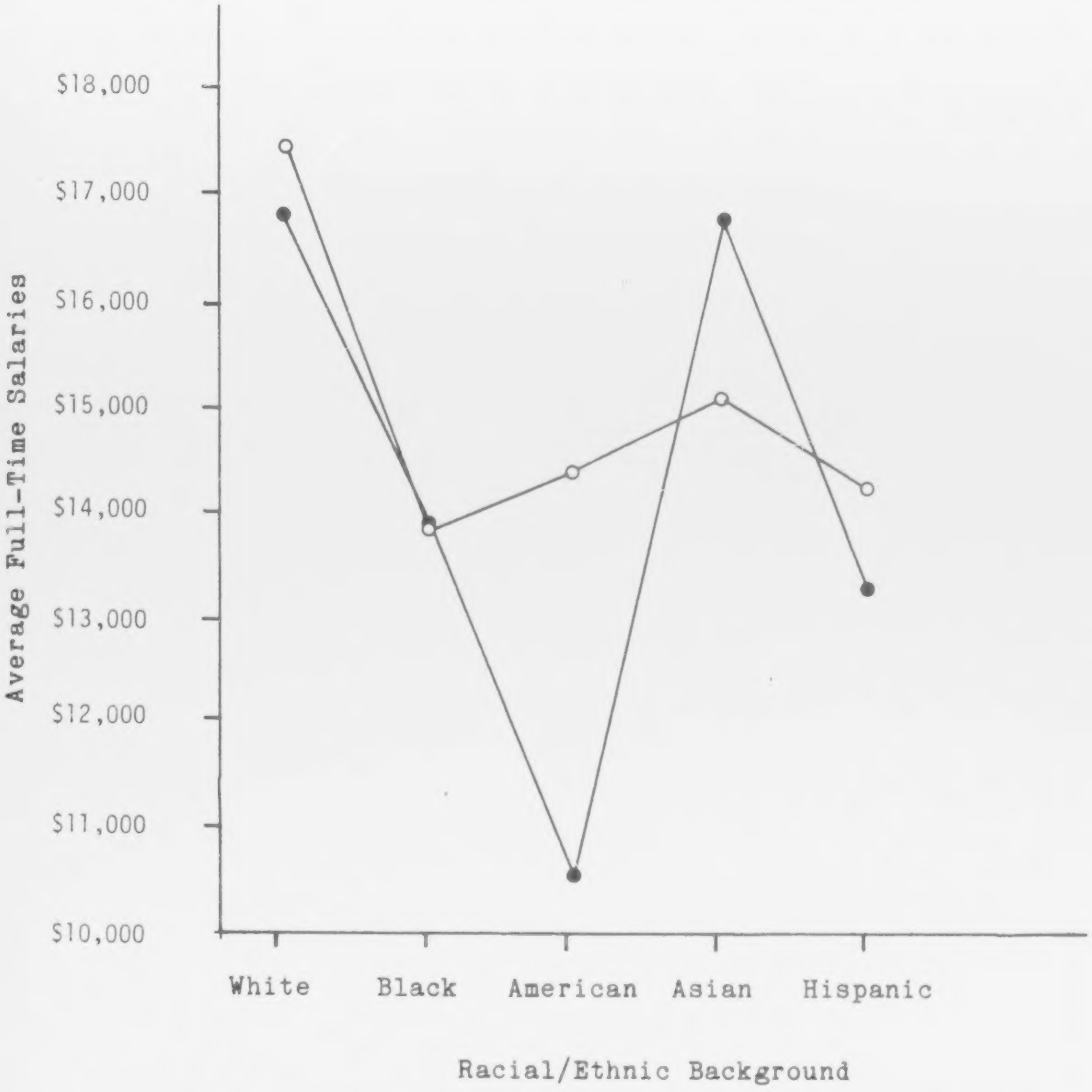


Figure 13. Average full-time salaries of respondents from CMHCs and state hospitals by racial/ethnic background.

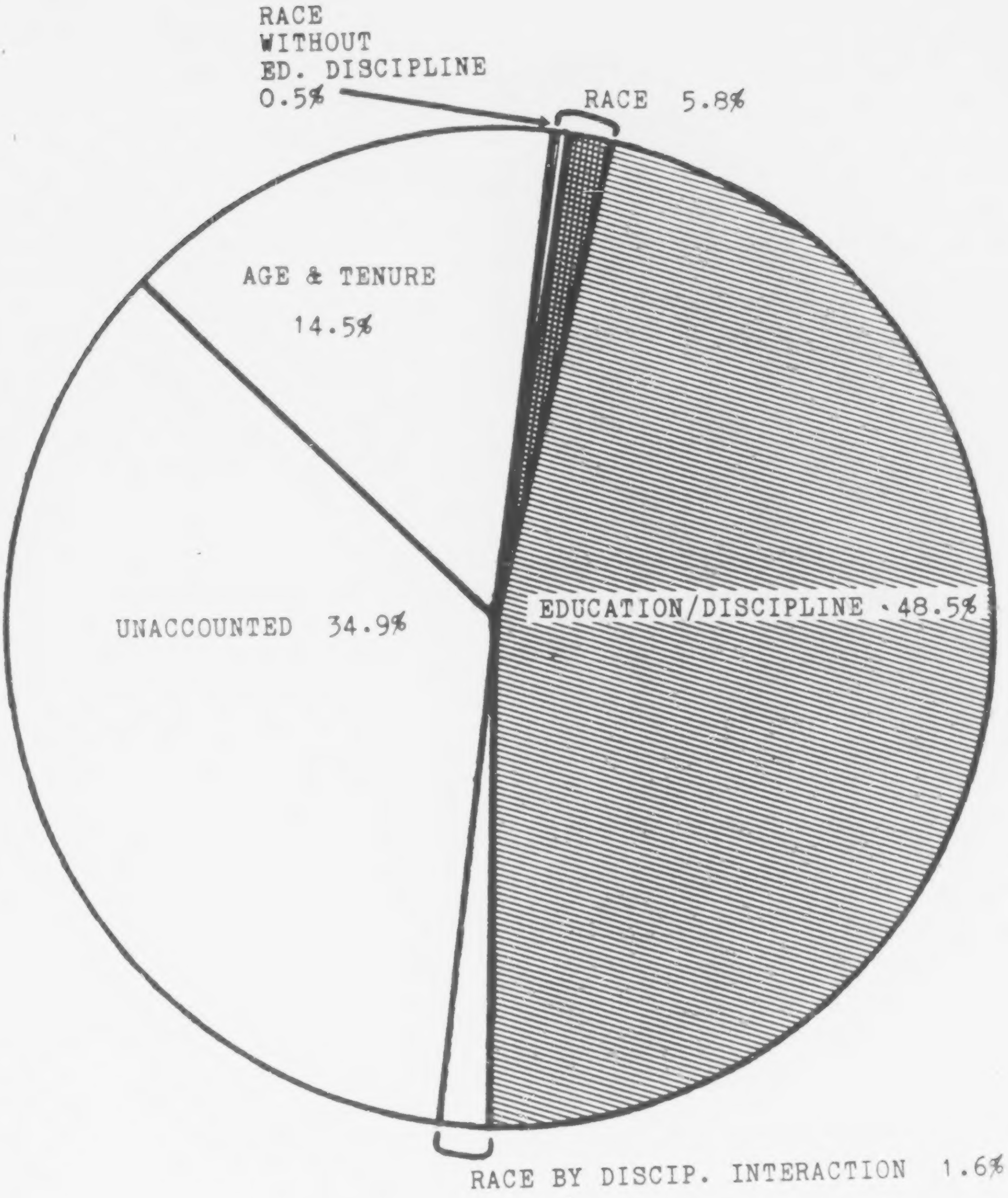


Figure 14. Percent of variation in salary attributable to various factors for CMHCs.

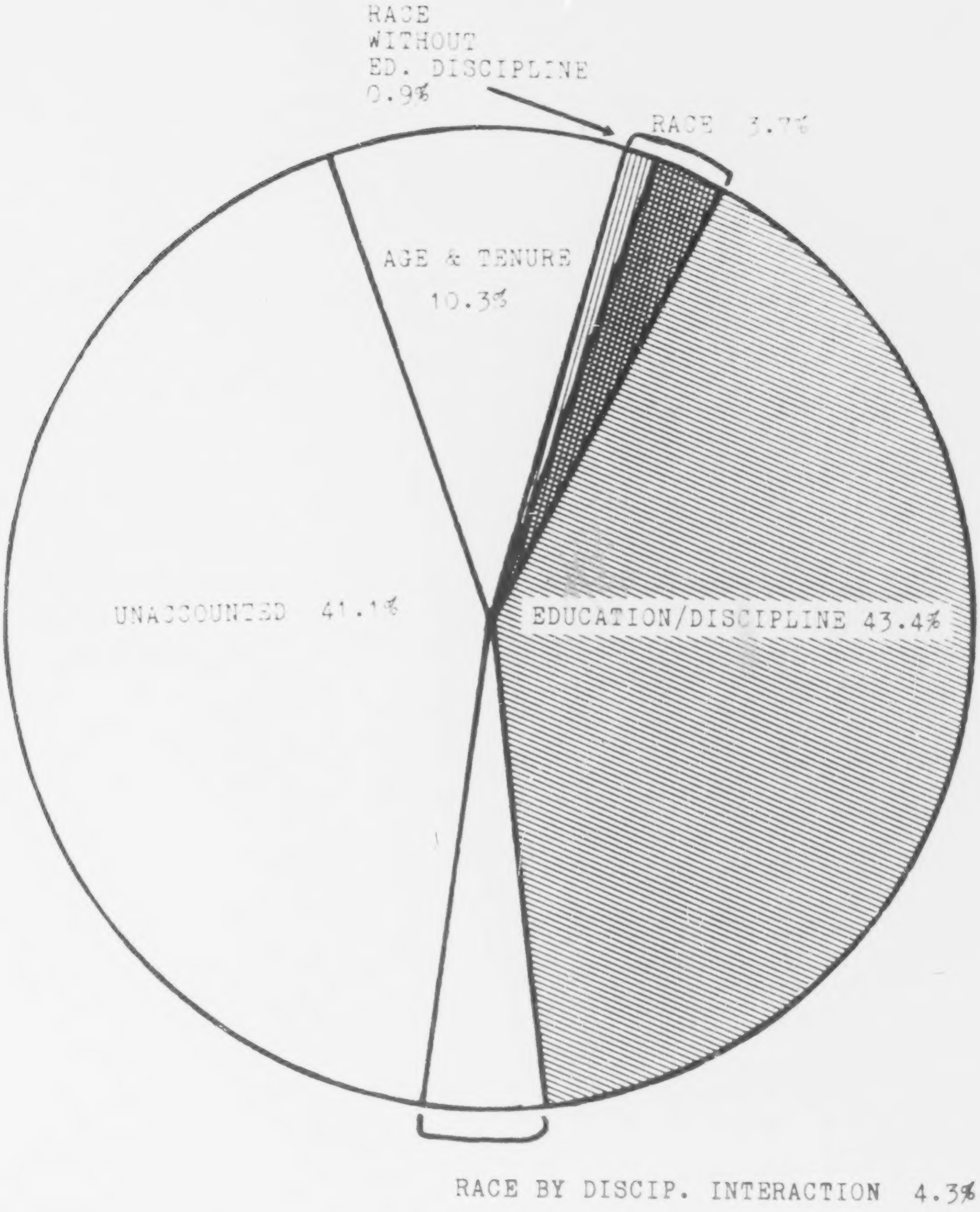


Figure 15. Percent of variation in salary attributable to various factors for state hospitals.

Section III. Utilization of Staff

In this section we examine whether therapists from different ethnic/racial backgrounds perform different functions and/or serve different types of clients.

Hours Spent in Mental Health Treatment

Do therapists from some ethnic/racial backgrounds spend more time in mental health treatment than do others? Table 28 shows, for CMHCs, the average number of hours reported in mental health treatment by therapists of different ethnic/racial backgrounds who saw at least one client during the sample week. These averages are expressed in hours per FTE. That is, each therapist's hours spent in mental health treatment was divided by his or her FTE in order to make comparable data from therapists who work full-time and those who work less than full-time.

Examining the regional totals for CMHCs, there is considerable variation in the amount of time therapists of different ethnic/racial backgrounds spend in mental health treatment, with Asian and Native American therapists spending slightly less time than did White, Black, and Hispanic therapists. There is considerably more variation among ethnic/racial groups, when data are examined within individual states. Hispanic staff seem to be utilized a great deal in providing mental health treatment, probably because of their ability to speak Spanish. The lesser amount of time Asian therapists spend in mental health treatment appears due to the large number of Asian therapists in Hawaii, who are the majority population there and devote relatively few hours to mental health treatment.

The same regional pattern occurs in Table 29 for state hospitals, but the differences among therapists of different ethnic/racial backgrounds are more pronounced - especially for Asian therapists who spend the least amount of time in mental health treatment and for Hispanic therapists, who spend the most amount of time in mental health treatment. Again, the small number of hours spent by Asian therapists in mental health treatment appears due to those in Hawaii. Examining the large average number of hours devoted to mental health treatment by Hispanic therapists, one can see that this effect is produced by the large number of Hispanic therapists in New Mexico who reported spending an average of 36.9 hours per week in mental health treatment.

Staff Effort With Target Client Groups

We now turn to the question of whether therapists of different ethnic racial backgrounds tend to serve different types of clients. In an attempt to determine what types of therapists serve what types of clients, respondents who provided services to at least one client during the sample week were asked to list the number of clients seen during the week and the percent of clients seen by age group, ethnic group, and whether clients were chronically mentally ill (CMI) or not chronically mentally ill. A total of 40,940 clients were reported seen in CMHCs during the sample week. For state hospitals the number of clients reported was 21,666.

The procedure used to analyze these data involved multiplying each of the percent caseload measures by the total number of clients seen by the therapist, thereby obtaining an estimate of the number of clients seen for each type of client and by each type of therapist. In this way clients were distributed over the different types of therapists and client groups. Although there is some duplication of clients due to two different therapists each seeing the same client during the sample week the actual number of clients seen is less important than the relative numbers seen by different types of therapists.

Do Therapists Tend to Serve Clients of the Same Ethnic/Racial Background?

Here we examine the extent to which minority therapists are used to treat clients of the same and of different ethnic/racial backgrounds. It is sometimes stated that minority staff should be used to serve clients of the same ethnic/racial minority in order to provide appropriate services to minorities by removing language and cultural communication barriers (Wu and Windle, 1980).

Do White therapists tend to serve White clients and do Black therapists tend to serve Black clients, etc. in proportions greater than that expected by chance? This question can be answered by examining the cells on the diagonals of Tables 30 (CMHCs) and 31 (State Hospitals). These two tables each show the proportion of clients by racial/ethnic background of clients and therapists. Each cell of these tables shows the observed percent of the clients reported and below it, in parentheses, the percent expected if there was no relationship between the ethnic/racial background of clients and of therapists. For example, examining the first cell in Table 30 we see that approximately 60.1 percent of the clients reported are expected to be White clients seen by White therapists. One can expect this figure because 75.1 percent of the client sample is White and 80 percent of the therapists responding to the survey are White. Multiplying 75.1 percent by 80 percent we obtain 60.1 percent, the proportion expected by chance. The observed proportion of 65.2 percent is larger than the expected value of 60.1 percent, indicating that White therapists do indeed tend to see more White clients than the number expected if clients were assigned randomly to therapists without regard to race of client and therapist. Observed values larger than those expected by chance also occur for the other cells on the diagonal of Table 30, indicating that for CMHCs there is considerable matching of clients and therapists of the same ethnic/racial backgrounds.

Observed and expected proportions of clients in state hospitals are shown in Table 31. Here the matching of clients and therapists of the same ethnicity is less strong, occurring only for Whites, Asians, and Hispanics. The matching of same-ethnicity clients and therapists does not occur here for Blacks or for Native Americans. Instead, White therapists see slightly more than their share of Black and Native American clients and more Whites than expected by chance occur in the caseloads of Black and Native American therapists. In addition, Hispanic therapists tend to see slightly more than their share of Asian clients.

An important question is whether this apparent matching of therapists and clients in CMHCs may occur *not* because of a selective matching of therapists and clients, but as an artifact produced by some states or facilities having a large percentage of a particular minority in *both* their client and therapist populations. To some extent, this question can be answered by examining the observed and expected proportions of different client-therapist combinations *within particular states*. If a matching of same-ethnicity clients and therapists does not occur for a substantial proportion of those states which have significant minority populations, then the matching occurring in the regional tables is probably artifactually produced. Individual state tables for CMHCs and state hospitals appear in the Appendix as Tables 30.a through 31.h.

Individual state results for CMHCs showed substantial evidence of a true matching of same-ethnicity therapists and clients for Whites and for Hispanics. The states of Alaska, Idaho and Montana failed to show evidence of any same-ethnic minority matching, but, with the exception of Native Americans in Alaska, these states also have very small minority populations. States showing White with White and Hispanic with Hispanic matching are Arizona, Colorado, New Mexico, and Utah. In addition, Hawaii showed a matching of Asian therapists and clients and a matching of Black therapists with Black clients occurred for Colorado.

For state hospitals, only two states--Alaska and Colorado--showed any evidence of same ethnicity matching of clients and therapists, indicating that the somewhat weak matching of clients and therapists found previously in the state hospital regional table is probably a statistical artifact rather than a real result.

Table 32 expresses percentages in terms of clients seen by therapists of various ethnic/racial backgrounds; this table is useful in answering questions such as "What types of clients do Black therapists see?" Table 32 presents results from the perspective of the therapist. As one might expect, a large proportion of the caseloads of therapists of all ethnic/racial backgrounds consist of White clients. Again, the exception is Asian therapists who, for both CMHCs and state hospitals, see the smallest proportion of White clients of any ethnic/racial group. An interesting phenomenon occurring for state hospitals is that Black and Native American therapists actually see a larger proportion of White clients than do White therapists! Perhaps the disproportionate number of Whites seen by Black and Native American therapists is due to these two minorities having a very small client population of the same ethnic/racial background so, they end up treating Whites. There is also a tendency for clients from one minority to be treated either by Whites or by the same minority, but not by therapists of a different minority.

Staff Effort With the CMI

Do therapists of different ethnic/racial backgrounds devote different amounts of time to serving the CMI? Table 33 presents the observed and expected proportions of clients who are CMI and who are not CMI, served by therapists of different ethnic/racial backgrounds. The observed and expected proportions appearing in this table were obtained in a manner analogous to the values for clients by ethnic/racial background appearing in tables on CMHCs and hospitals. On the whole, departures from expectation for both CMHCs and state hospitals were very slight.

For CMHCs, approximately one-third of the total clients reported served were CMI and approximately two-thirds were not CMI, with Asians serving a slightly greater proportion of the CMI clients than that which would be their share if clients and therapists were matched randomly and Hispanics serving slightly less than their share of CMI.

Approximately two-thirds of the clients reported in state hospitals were CMI. Of these White therapists served slightly more than their share and Hispanic therapists slightly less than their share.

TABLE 26

Average Number of Years in Mental Health by Racial/Ethnic Background and State For Direct Care Respondents in CMHCs

	WHITE NONHI	BLACK	NATIVE AMER	ASIAN-PAC I	HISPANIC	TOTAL
	AVE YRS/FTE	AVE YRS/FTE	AVE YRS/FTE	AVE YRS/FTE	AVE YRS/FTE	AVE YRS/FTE
Alaska (FTE)	8.1 (53.8)	.0 (.0)	8.0 (1.0)	3.0 (1.0)	.0 (.0)	8.0 (55.8)
Arizona	(no data)	(no data)	(no data)	(no data)	(no data)	(no data)
Colorado (FTE)	8.6 (576.3)	9.5 (31.8)	10.0 (4.3)	3.7 (3.0)	7.9 (80.7)	8.6 (696.1)
Hawaii (FTE)	14.8 (78.2)	17.3 (3.0)	.0 (.0)	11.4 (91.2)	18.2 (3.2)	13.1 (175.6)
Idaho (FTE)	10.3 (71.9)	.0 (.0)	.0 (.0)	18.0 (1.0)	.0 (.0)	10.4 (72.9)
Montana	(no data)	(no data)	(no data)	(no data)	(no data)	(no data)
New Mexico (FTE)	7.7 (122.8)	7.8 (8.0)	9.0 (3.0)	.0 (.0)	6.7 (53.0)	7.5 (186.9)
Utah (FTE)	8.4 (264.1)	7.5 (6.0)	3.5 (5.4)	5.4 (7.0)	6.7 (26.0)	8.1 (308.5)

Total (FTE)	9.0 (1167.1)	9.4 (48.8)	7.1 (13.7)	10.7 (103.2)	7.5 (163.1)	8.9 (1495.8)

TABLE 27

Average Number of Years in Mental Health by Racial/Ethnic Background and State For Direct Care Respondents in State Hospitals

	WHITE NONHI	BLACK	NATIVE AMER	ASIAN-PAC I	HISPANIC	TOTAL
	AVE YRS/FTE	AVE YRS/FTE	AVE YRS/FTE	AVE YRS/FTE	AVE YRS/FTE	AVE YRS/FTE
Alaska	9.9	6.5	.0	11.0	.0	9.8
(FTE)	(31.2)	(2.0)	(.0)	(1.0)	(.0)	(34.2)
Arizona	(no data)	(no data)	(no data)	(no data)	(no data)	(no data)
Colorado	13.0	10.2	12.7	18.5	14.7	13.3
(FTE)	(197.5)	(6.0)	(3.0)	(2.0)	(50.0)	(258.6)
Hawaii	11.1	.0	.0	11.7	3.5	11.3
(FTE)	(39.1)	(.0)	(.0)	(63.2)	(2.0)	(104.3)
Idaho	11.0	10.0	11.7	.0	3.0	10.9
(FTE)	(57.6)	(1.0)	(4.0)	(.0)	(1.0)	(63.6)
Montana	(no data)	(no data)	(no data)	(no data)	(no data)	(no data)
New Mexico	6.8	.0	.0	.0	11.1	10.6
(FTE)	(10.0)	(.0)	(.0)	(.0)	(76.6)	(86.6)
Utah	6.8	.0	1.0	.0	8.0	6.8
(FTE)	(87.9)	(.0)	(1.0)	(.0)	(1.0)	(89.9)
Total	10.9	9.3	10.8	11.9	12.3	11.3
(FTE)	(423.3)	(9.0)	(8.0)	(66.2)	(130.6)	(637.1)

TABLE 28

Average Mental Health Treatment Hours Per Therapist FTE by Racial/Ethnic Backgrounds and State For CMHCs

Race of Therapist	Regional Total	State							
		Alaska	Arizona	Colorado	Hawaii	Idaho	Montana	New Mexico	Utah
White Therapists									
MH Treatment Hours/FTE	24.7	20.4	27.6	21.5	18.6	26.0	25.1	23.9	25.2
Number of FTEs=	1404.9	49.8	453.1	260.3	82.3	67.4	121.0	99.3	271.5
Black Therapists									
MH Treatment Hours/FTE	25.0	-	27.9	20.7	22.0	-	40.0	23.1	22.0
Number of FTEs=	61.0	-	30.0	15.0	3.0	-	1.0	7.0	5.0
Native American Therapists									
MH Treatment Hours/FTE	21.2	8.0	21.3	16.1	-	-	28.0	16.3	22.2
Number of FTEs=	48.9	1.0	35.0	1.3	-	-	4.2	3.0	4.4
Asian Therapists									
MH Treatment Hours/FTE	20.6	9.0	28.6	-	19.6	18.0	-	-	23.8
Number of FTEs=	113.4	1.0	11.2	-	94.2	1.0	-	-	6.0
Hispanic Therapists									
MH Treatment Hours/FTE	25.7	-	27.5	24.2	31.0	-	30.0	25.1	24.2
Number of FTEs=	149.8	-	47.4	29.8	3.2	-	1.0	42.2	26.1

TABLE 29

Average Mental Health Treatment Hours Per Therapist FTE by Racial/Ethnic Backgrounds and State For State Hospitals

Race of Therapist	Regional Total	State							
		Alaska	Arizona	Colorado	Hawaii	Idaho	Montana	New Mexico	Utah
White Therapists									
MH Treatment Hours/FTE	25.2	31.1	26.5	20.2	26.5	25.0	18.1	18.8	27.3
Number of FTEs=	495.1	30.2	169.6	59.2	35.4	50.6	44.1	7.0	98.9
Black Therapists									
MH Treatment Hours/FTE	23.5	30.0	22.0	33.0	-	-	28.0	-	-
Number of FTEs=	23.0	1.0	19.0	2.0	-	-	1.0	-	-
Native American Therapists									
MH Treatment Hours/FTE	22.8	-	24.0	35.0	-	14.0	-	-	35.0
Number of FTEs=	7.0	-	2.0	1.0	-	3.0	-	-	1.0
Asian Therapists									
MH Treatment Hours/FTE	18.8	37.0	21.2	-	18.3	-	-	-	-
Number of FTEs=	71.2	1.0	5.0	-	65.2	-	-	-	-
Hispanic Therapists									
MH Treatment Hours/FTE	33.3	-	26.2	23.9	20.0	-	-	36.9	15.0
Number of FTEs=	88.4	-	11.8	12.0	1.0	-	-	62.6	1.0

TABLE 30

Observed and Expected Percent of Clients by Racial/Ethnic Background of Clients and Therapists Regional Totals For CMHCs

		RACE OF THERAPISTS				
RACE OF CLIENTS	ROW TOTALS	WHITE	BLACK	NATIVE AMERICAN	ASIAN	HISPANIC
White Clients						
Observed Percent	75.1%	65.2%(+)	2.3%	0.9%	2.2%	4.6%
Expected Percent	-	60.1	2.6%	1.4%	4.7%	6.3%
Black Clients						
Observed Percent	3.0%	2.3%	0.4%	0.0%	0.1%	0.2%
Expected Percent	-	2.4%	0.1%(+)	0.1%	0.2%	0.2%
Nat. Amer. Clients						
Observed Percent	3.6%	2.2%	0.1%	.9%	0.1%	0.3%
Expected Percent	-	2.9%	0.1%	0.1%(+)	0.2%	0.3%
Asian Clients						
Observed Percent	6.5%	2.7%	0.1%	.0%	3.7%	0.2%
Expected Percent	-	5.3%	0.2%	0.1%	0.4%(+)	0.6%
Hispanic Clients						
Observed Percent	11.7%	7.6%	0.5%	0.1%	0.2%	3.3%
Expected Percent	-	9.4%	0.4%(+)	0.2%	0.7%	1.0%(+)
Column Totals	100.0%	80.0%	3.4%	1.9%	6.2%	8.5%

TABLE 31

Observed and Expected Percent of Clients by Racial/Ethnic Background of Clients and Therapists Regional Totals for State Hospitals

		RACE OF THERAPISTS				
RACE OF CLIENTS	ROW TOTALS	WHITE	BLACK	NATIVE AMERICAN	ASIAN	HISPANIC
White Clients						
Observed Percent	71.9%	58.2%	3.0%	1.6%	2.8%	6.3%
Expected Percent	–	53.9%(+)	2.6%(+)	1.3%(+)	5.2%	8.9%
Black Clients						
Observed Percent	3.6%	2.9%	.1%	.1%	.1%	.4%
Expected Percent	–	2.7%(+)	.1%	.1%	.3%	.4%
Nat. Amer. Clients						
Observed Percent	4.5%	3.8%	.2%	.0%	.1%	.3%
Expected Percent	–	3.4%(+)	.2%	.1%	.3%	.5%
Asian Clients						
Observed Percent	7.1%	2.9%	.0%	.0%	4.0%	.2%
Expected Percent	–	5.3%	.3%	.1%	.5%(+)	.1%(+)
Hispanic Clients						
Observed Percent	12.9%	7.1%	.3%	.1%	.3%	5.1%
Expected Percent	–	9.7%	.5%	.2%	.9%	1.6%(+)
Column Totals	100.0%	74.9%	3.6%	1.8%	7.3%	12.4%

TABLE 32

Percent of Clients Seen by Therapists of Each Ethnic/Racial Background by Race/Ethnicity of Client

Regional

CMHCs

RACE/ETHNICITY OF THERAPIST	RACE/ETHNICITY OF CLIENTS					
	TOTAL	WHITE	BLACK	NATIVE AMERICAN	ASIAN	HISPANIC
Percent of Clients Seen by White Therapists Approx Number of Clients Seen=32735.4	100.0%	81.4%	2.9%	2.6%	3.3%	9.5%
Percent of Clients Seen by Black Therapists Approx Number of Clients Seen= 1404.2	100.0%	67.2%	12.8%	3.2%	2.5%	13.9%
Percent of Clients Seen by Nat Amer Therapists Approx Number of Clients Seen= 782.4	100.0%	45.7%	1.7%	46.5%	.1%	5.8%
Percent of Clients Seen by Asian Therapists Approx Number of Clients Seen= 2539.9	100.0%	35.3%	1.0%	1.0%	59.3%	3.1%
Percent of Clients Seen by Hispanic Therapists Approx Number of Clients Seen= 3478.4	100.0%	53.9%	2.4%	3.2%	1.9%	38.4%

STATE HOSPITALS

RACE/ETHNICITY OF THERAPIST	RACE/ETHNICITY OF CLIENTS					
	TOTAL	WHITE	BLACK	NATIVE AMERICAN	ASIAN	HISPANIC
Percent of Clients Seen by White Therapists Approx Number of Clients Seen=16225.7	100.0%	77.6%	3.9%	5.0%	3.8%	9.4%
Percent of Clients Seen by Black Therapists Approx Number of Clients Seen= 780.9	100.0%	82.3%	3.5%	5.0%	.4%	8.6%
Percent of Clients Seen by Nat Amer Therapists Approx Number of Clients Seen= 386.6	100.0%	92.4%	3.0%	1.0%	.0%	3.4%
Percent of Clients Seen by Asian Therapists Approx Number of Clients Seen= 1573.0	100.0%	37.9%	1.7%	1.6%	54.9%	3.8%
Percent of Clients Seen by Hispanic Therapists Approx Number of Clients Seen= 2699.8	100.0%	50.7%	3.3%	2.7%	1.8%	41.3%

TABLE 33

Observed and Expected Percent of Clients Who Are and Are Not CMI by Racial/Ethnic Background of Therapist

Regional

CMHCs

	RACE/ETHNICITY OF THERAPISTS					
	TOTAL	WHITE	BLACK	NATIVE AMERICAN	ASIAN	HISPANIC
CMI Clients						
Observed Percent	34.2%	26.6%	.8%	.5%	3.4%	2.9%
Expected Percent		(26.9%)	(1.1%)	(.7%)	(1.8%)	(3.5%)
Non-CMI Clients						
Observed Percent	65.4%	52.0%	2.5%	1.5%	2.0%	7.4%
Expected Percent		(51.4%)	(2.2%)	(1.3%)	(3.5%)	(6.7%)
		78.6	3.3	2.0	5.4	10.3

STATE HOSPITALS

	RACE/ETHNICITY OF THERAPISTS					
	TOTAL	WHITE	BLACK	NATIVE AMERICAN	ASIAN	HISPANIC
CMI Clients						
Observed Percent	62.0%	50.5%	2.8%	1.2%	4.1%	3.4%
Expected Percent		49.7%	2.1%	1.0%	4.0%	4.8%
Non-CMI Clients						
Observed Percent	37.4	29.7%	.6%	.4%	2.3%	4.4%
Expected Percent		(30.0%)	(1.3%)	.6%	3.8%	2.9%
		8.02	3.4	1.6	6.4	7.8

Section IV. Services to Clients

A number of studies have found that members of ethnic minority groups receive mental health care of lower quality and in lesser proportions than that received by the majority population (Padilla, Ruiz, and Alvarez, 1975; Sue, 1974, 1977). In this section we examine the relationship between clients and therapists from the clients' perspective.

Who Serves Clients of Different Ethnic/Racial Backgrounds?

Table 34 shows the relationship between clients and therapists in terms of percentages of the total number of clients of each ethnic/racial background. This table is useful in answering questions such as "Who serves Black clients?"

Table 34 shows that even though there is a significant matching of clients and therapists of the same ethnic/racial background in both CMHCs and state hospitals a large proportion of clients from all ethnic/racial backgrounds except Asian are still treated by White therapists. This finding makes sense since White therapists constitute 80 percent of the respondents and are the majority population in all areas except for Hawaii.

Who Sees Hispanic Clients?

Two factors which should influence the assignment of Hispanic clients to therapists are whether a clinician is of Hispanic origin and whether he/she speaks Spanish. This section examines the effects of these two factors on the percent of Hispanic clients in therapists' caseloads.

Figures 16 and 17 show the percent of therapists' caseloads who are Hispanic for Hispanic therapists, White therapists, and for therapists who belong to some other minority group. Separate lines are used for therapists who can and cannot speak Spanish. The effects of race and Spanish language ability are both highly significant, as revealed by the analysis of variance shown in Table 35. Hispanic therapists see more Hispanic clients than do therapists who are from other minorities or who are White and therapists who speak Spanish see more Hispanic clients than do therapists who do not speak Spanish.

More interestingly, however, these two graphs show that the two factors of race/ethnicity and Spanish language ability do not operate independently. That is, whether or not a therapist speaks Spanish has a much larger effect on the percent of Hispanic clients when the therapist is Hispanic. For both hospitals and CMHCs, this interaction between Spanish language ability and race/ethnicity was statistically significant and can be seen in Figures 16 and 17. If the effect of being able to speak Spanish was the same regardless of the race of the therapist, the two lines in each figure would be parallel, but clearly they are not. For CMHCs (Figure 16) the ability to speak Spanish has an effect on the percent of clients who are Hispanic regardless of the race of the therapist, but the effect is larger when the therapist is Hispanic. In state hospitals (Figure 17) the ability to speak Spanish influences the percent of clients who are Hispanic only for therapists who are Hispanic themselves. White therapists and therapists from other minorities see about the same percent of Hispanic clients regardless of whether or not they can speak Spanish.

Finally, therapists from racial/ethnic minorities other than Hispanic see fewer Hispanic clients than do White therapists, probably because these other minorities are used more to treat clients of their own racial/ethnic origin or to treat Whites.

Do All Disciplines Serve All Ethnic/Racial Group Clients Equitably?

An important consideration in examining ethnic/racial equity in the public mental health system is the extent to which clients of different ethnic/racial groups are equitably represented in caseloads of the different disciplines. In the past studies have found that economically disadvantaged clients tend to be treated by less well educated paraprofessional staff; whereas more affluent clients are treated by more highly educated professional staff. Is there a similar pattern for ethnic/racial groups, i.e. that non-White clients tend to be treated by less well educated paraprofessional staff and White clients by graduate-level professional staff?

Table 36 presents information on the average percent of each ethnic/racial group in caseloads of respondents by discipline. Column one presents the average percent of caseload for all respondents against which percent for the various disciplines may be measured.

An examination of Table 36 indicates that in CMHCs there is some tendency for graduate psychologists and social workers to include larger proportions of White clients and lower proportions of other ethnic/racial group clients than are represented in the "total" column. The reverse is true of the "other" discipline in which Whites are underrepresented and all other ethnic/racial groups overrepresented. These patterns lend some support to the hypothesis that so called "minority" group clients are served by lesser educated staff than are majority group clients. However, psychiatrists' caseloads represent fairly equitably the regional average except for a lower percent of Native Americans and higher percent of Asian/Pacific Islanders than in the regional average. Psych. tech. and nurses categories--lesser educated disciplines--also show an overrepresentation of White clients. Therefore, no firm conclusions regarding how equitably minority groups are served by professionals vs. paraprofessionals can be drawn from this particular analysis.

Data for state hospitals show a different picture, perhaps partly because of the large proportion of all staff contained in the "other" discipline category. In state hospitals there are no consistent differences between graduate professional staff and paraprofessional staff in the proportion of their caseloads which are White and non-White.

What Types of Facilities Serve Clients of Different Racial/Ethnic Backgrounds?

Data on relative utilization rates indicate that there may be a tendency for clients of non-White ethnic/racial background to be treated in state hospitals and for White clients to be treated in CMHCs. This tendency can be seen in Figure 18 which shows relative utilization rates for state hospitals and for CMHCs as a function of ethnic/racial group. Here it can be seen that for Whites, utilization rates are about the same for both types of facilities, but for each of the other ethnic/racial groups, relative utilization rates are higher for state hospitals than for CMHCs. This pattern also appears in twenty-five of the forty comparisons possible when one compares CMHCs and state hospital utilization rates separately by state (see Tables 8 and 9).

TABLE 54

Percent of Clients From Each Ethnic/Racial Background by Race/Ethnicity of Therapist For the Region

CMHCS

RACE/ETHNICITY OF CLIENT	RACE/ETHNICITY OF THERAPIST WHITE	BLACK	NATIVE AMERICAN	ASIAN	HISPANIC
White Clients Percent of Clients Seen Appx. Nbr. of Clients Seen=30752.6	86.7%	3.0%	1.1%	2.9%	6.1%
Black Clients Percent of Clients Seen Appx. Nbr. of Clients Seen= 1265.3	75.5%	14.2%	1.0%	2.1%	6.8%
Nat. Amer. Clients Percent of Clients Seen Appx. Nbr. of Clients Seen= 1430.4	61.6%	3.2%	25.4%	1.8%	7.8%
Asian Clients Percent of Clients Seen Appx. Nbr. of Clients Seen= 2718.0	40.6%	1.3%	.0%	55.4%	2.4%
Hispanic Clients Percent of Clients Seen Appx. Nbr. of Clients Seen= 4774.4	65.2%	4.1%	.9%	1.6%	28.0%

STATE HOSPITALS

RACE/ETHNICITY OF CLIENT	RACE/ETHNICITY OF THERAPIST WHITE	BLACK	NATIVE AMERICAN	ASIAN	HISPANIC
White Clients Percent of Clients Seen Appx. Nbr. of Clients Seen=15574.7	80.9%	4.1%	2.2%	3.8%	8.7%
Black Clients Percent of Clients Seen Appx. Nbr. of Clients Seen= 792.6	80.1%	3.4%	1.4%	3.4%	11.4%
Nat. Amer. Clients Percent of Clients Seen Appx. Nbr. of Clients Seen= 970.0	85.2%	4.0%	.4%	2.6%	7.6%
Asian Clients Percent of Clients Seen Appx. Nbr. of Clients Seen= 1539.1	40.4%	.2%	.0%	56.1%	3.1%
Hispanic Clients Percent of Clients Seen Appx. Nbr. of Clients Seen=2789.7	54.9%	2.4%	.4%	2.1%	39.9%

TABLE 35

Stepwise Analysis of Variance of Percent of Clients Who Are Hispanic

CMHCs

Step/Source		df	SS	MS	F	P	% of Variance
1.	Race	2	198,929.25	99,464.63	378.8	<.01	20.4
2.	Spanish Lang.	1	16,577.44	16,577.44	63.1	<.01	1.7
3.	Interaction	2	13,652.01	6,826.00	26.0	<.01	1.4
4.	Residual	2,882	756,721.87	262.57	-	-	76.5
	Total	2,887	975,143.40	-	-	-	-

State Hospitals

Step/Source		df	SS	MS	F	P	% of Variance
1.	Race	2	97,815.77	48,907.89	224.34	<.01	36.2
2.	Spanish Lang.	1	4,053.14	4,053.14	18.59	<.01	1.5
3.	Interaction	2	6,755.23	3,377.62	15.49	<.01	2.5
4.	Residual	741	161,546.73	218.012	-	-	59.8
	Total	746	270,209.31	-	-	-	-

TABLE 36

Average Percent of Caseload by Racial/Ethnic Background

Race/Ethnicity	Total	Psychiat.	Ph.D. Psychs.	M.A. Psychs.	B.A. Psychs.	M.S.W. Social Workers	B.A. Social Workers	Nurses	Psych. Techs.	Support	Admin.	Other
CMHCs												
Av % Caseload White	71.6%	70.2%	82.6%	79.8%	72.9%	78.0%	73.3%	75.5%	79.2%	50.3%	68.6%	59.7%
Number of FTEs	1591.2	70.4	167.3	271.4	141.6	260.6	56.7	70.1	22.9	30.3	20.0	479.9
Av % Caseload Black	2.5%	2.0%	1.5%	2.2%	2.7%	2.3%	2.0%	1.6%	2.7%	5.4%	6.1%	2.9%
Number of FTEs	1591.2	70.4	167.3	271.4	141.6	260.6	56.7	70.1	22.9	30.3	20.0	479.9
Av % Caseload Nat. Amer.	6.0%	1.2%	3.2%	4.0%	5.6%	3.8%	4.4%	4.7%	.6%	15.9%	4.2%	10.0%
Number of FTEs	1591.2	70.4	167.3	271.4	141.6	260.6	56.7	70.1	22.9	30.3	20.0	479.9
Av % Caseload Asian/Pac.	8.3%	18.4%	7.6%	1.1%	5.0%	8.2%	4.5%	7.6%	.2%	9.4%	13.3%	13.0%
Number of FTEs	1591.2	70.4	167.3	271.4	141.6	260.6	56.7	70.1	22.9	30.3	20.0	479.9
Av % Caseload Hispanic	11.7%	8.3%	5.1%	12.9%	13.8%	7.7%	15.7%	10.5%	17.3%	19.1%	7.9%	14.5%
Number of FTEs	1591.2	70.4	167.3	271.4	141.6	260.6	56.7	70.1	22.9	30.3	20.0	479.9
State Hospitals												
Av % Caseload White	67.9%	62.1%	63.5%	71.6%	66.2%	74.8%	86.5%	72.9%	76.1%	68.2%	66.8%	66.0%
Number of FTEs	662.9	22.4	14.0	19.0	31.9	44.0	15.2	48.7	20.8	16.0	9.0	422.0
Av % Caseload Black	3.6%	4.7%	4.1%	4.7%	5.5%	2.2%	2.4%	4.8%	7.0%	3.4%	1.3%	3.2%
Number of FTEs	662.9	22.4	14.0	19.0	31.9	44.0	15.2	48.7	20.8	16.0	9.0	422.0
Av % Caseload Nat. Amer.	5.3%	5.4%	8.6%	11.1%	4.8%	6.7%	2.9%	4.2%	2.2%	2.9%	8.3%	5.2%
Number of FTEs	662.9	22.4	14.0	19.0	31.9	44.0	15.2	48.7	20.8	16.0	9.0	422.0
Av % Caseload Asian/Pac.	11.2%	22.5%	14.4%	3.8%	11.1%	8.6%	4.6%	8.9%	4.2%	18.1%	14.0%	11.7%
Number of FTEs	662.9	22.4	14.0	19.0	31.9	44.0	15.2	48.7	20.8	16.0	9.0	422.0
Av % Caseload Hispanic	12.0%	5.4%	9.4%	8.8%	12.4%	7.6%	3.6%	9.2%	10.5%	7.4%	9.6%	13.9%
Number of FTEs	662.9	22.4	14.0	19.0	31.9	44.0	15.2	48.7	20.8	16.0	9.0	422.0

Note. Colorado's state hospital data and Washington's data are not included in this due to missing job function data. table due to missing job function data.

Therapists who can speak Spanish are plotted as open circles.
Therapists who cannot speak Spanish are plotted as filled circles.

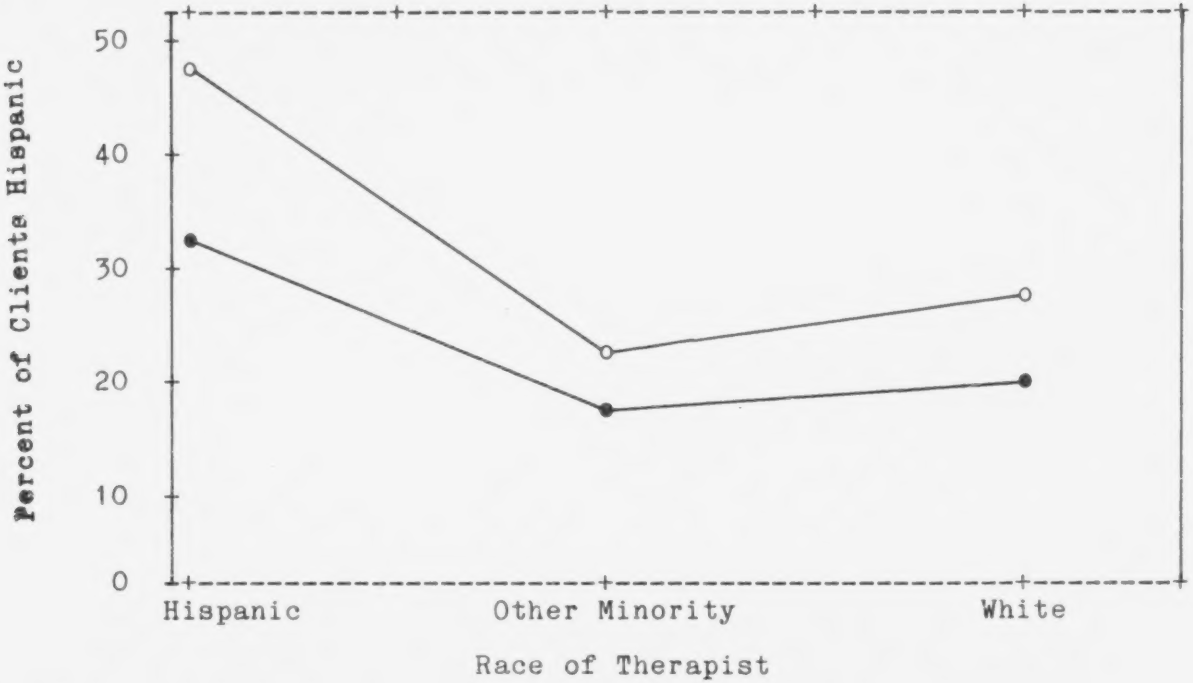


Figure 16. Percent of clients who are Hispanic by race of therapist. For therapists in CMHCs who can and cannot speak Spanish.

Therapists who can speak Spanish are plotted as open circles.
Therapists who cannot speak Spanish are plotted as filled circles.

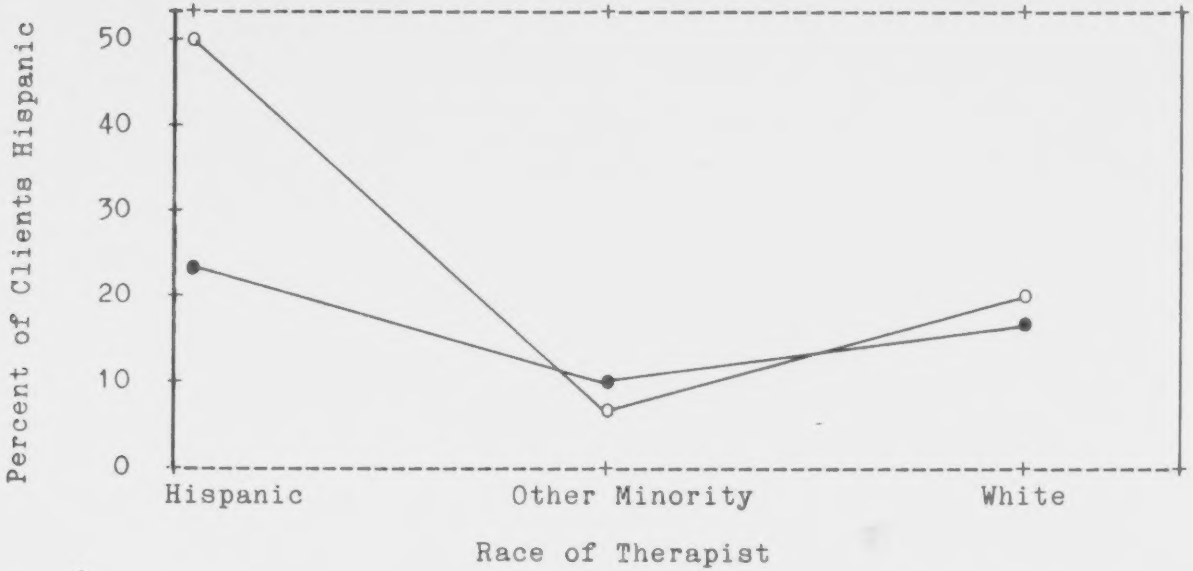


Figure 17. Percent of clients who are Hispanic by race of therapist. For therapists in state hospitals who can and cannot speak Spanish.

Relative utilization rates for CMHCs are plotted as open circles. Relative utilization rates for state hospitals are plotted as filled circles.

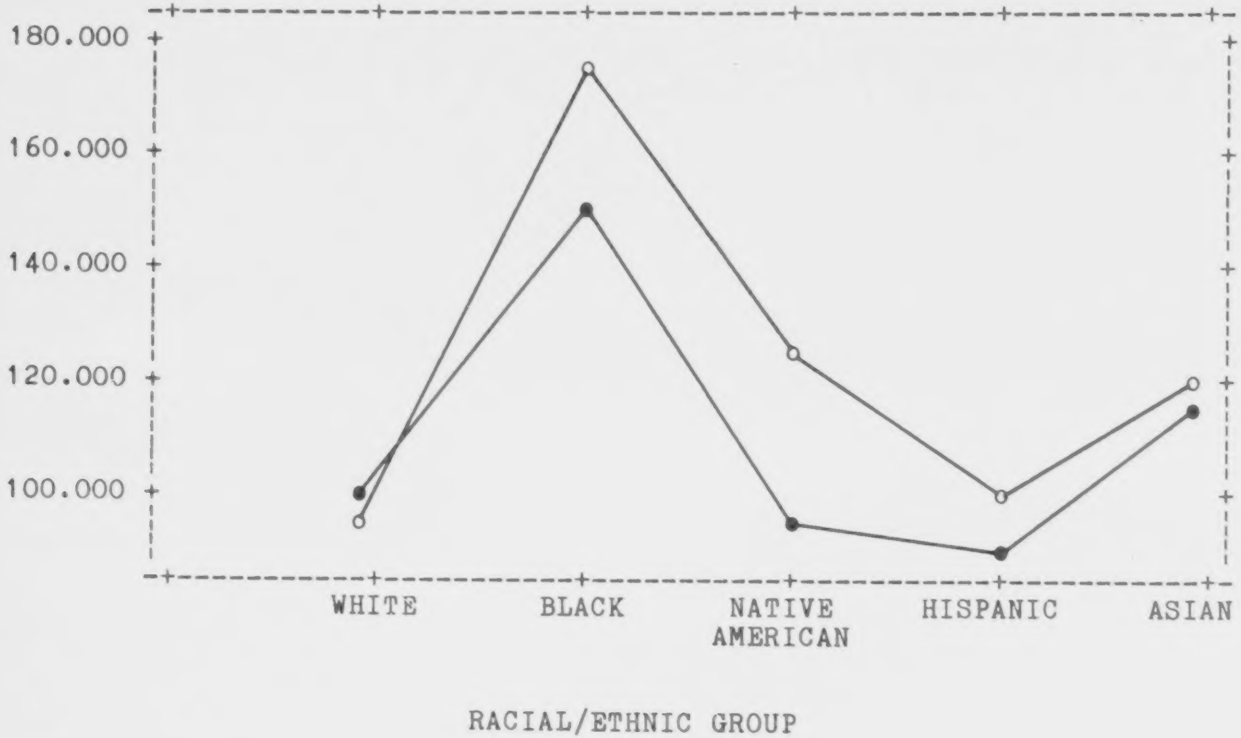


Figure 18. Relative utilization rates for CMHCs and state hospitals as a function of racial/ethnic group.

CONCLUSIONS

This report attempted to address four issues: 1) staffing and utilization rates of Whites and ethnic/racial minorities; 2) characteristics of White and racial/ethnic minority staff; 3) utilization of staff of different racial/ethnic backgrounds; and 4) services to minority clients. Data were presented in ways that should be helpful to mental health administrators in addressing the types of questions posed near the beginning of the report. A summary of conclusions drawn from the data follow.

1. The mental health work force and client makeup are reasonably representative of the ethnic/racial makeup of the region. Among direct care providers in both CMHCs and state hospitals there is a tendency for Blacks to be overrepresented and Native Americans to be underrepresented as shown in Tables 6 and 7. Native Americans, however, are not underrepresented in the caseloads of direct care respondents from either state hospitals or CMHCs. Also, there is considerable variation in how well clients and staff of certain ethnic/racial backgrounds are represented within states. In addition, for Native Americans in CMHCs, for Hispanics in both CMHCs and state hospitals, and for Whites in state hospitals, relative staffing rates and relative client utilization rates tend to covary across states, as shown in Figures 2, 5, 9, and 10. These figures support Wu and Windle's notion that minorities are more likely to use mental health facilities when staff of their same ethnic/racial backround are available to serve them.

2. Clearly, non-White racial/ethnic groups are overrepresented in lesser-educated and lower-paying education/disciplines (see Table 14).

3. Often the salaries of ethnic minority staff are not commensurate with those of White staff. A large portion of this difference is due to non-White staff being less well educated and underrepresented in upper level management positions.

   The lower proportion of Blacks, Hispanics, and Native Americans in higher level positions or salary categories cannot be explained by their having less experience in the facility or in the mental health field. The mean longevity in the facility in which the staff member is now working and the mean number of years in mental health show little variation among the ethnic/racial groups. Additionally, as shown in Table 15, within each of the education/disciplines, there is a wide variation in the salaries of different racial/ethnic groups, with members of racial/ethnic minorities often, but not always, earning less than their White counterparts from the same education/discipline.

4. The various ethnic/racial groups are not equally represented in leadership roles. A larger proportion of White and Asian staff are managers and supervisors. Fewer Blacks, Native Americans, and Hispanics supervise the work of others or are represented in top management. However, in middle management positions, the proportion of these three groups taken together approximates the proportion in the total work force in both CMHCs and state hospitals. This finding would seem to indicate that minority staff members are moving into leadership positions in mental health facilities in the region.

5. In CMHCs, there appears to be a matching of clients and therapists of the same racial/ethnic background, but this matching does not occur in state hospitals.

6. There is a very weak tendency for Asians in CMHCs and Whites in state hospitals to serve a slightly larger proportion of CMI clients than would be expected by chance and Hispanics in state hospitals and CMHCs to serve a slightly lower proportion of CMI clients.

7. If a therapist is of Hispanic origin his or her ability to speak Spanish is strongly related to the proportion of Hispanic clients in his or her caseload. The ability to speak Spanish is less strongly related to the percentage of Hispanic clients in the caseloads of Whites and of other minorities, particularly within state hospitals.

8. In state hospitals, graduate professional staff and paraprofessional staff treat approximately the same proportions of White and non-White clients. In CMHCs, however, the situation is somewhat more complex and no firm conclusions can be drawn.

9. In terms of service characteristics, non-White ethnic/racial groups in CMHCs are much more likely to have as their primary job function provision of community consultation and education than are Whites. This may be in response to a perceived need on the part of CMHCs to reach out to ethnic/racial groups which

have been traditionally underserved by the community mental health system. Further analysis of community consultation and education providers would need to be conducted before firm conclusions could be drawn.

10. Native American staff members, as is true of Native Americans in the population at large, are the most disadvantaged of all ethnic/racial groups in terms of education level, salary level, occupational grouping and status.

11. White and Asian/Pacific Islander staff resemble each other more closely in the characteristics and utilization variables analyzed in this report than do any other two ethnic/racial groups. This resemblance appears to be at least partly due to the fact that 86.8 percent (356.9 FTE of 411.1 FTE) of Asian/Pacific Islander respondents in the regional data base work in CMHCs and state hospitals in Hawaii. In Hawaii the Asian/Pacific Islander population is the majority group with 60.5 percent of the total population. However, characteristics of the few Asian/Pacific Islander staff in other states in the region also correspond more closely with Whites than with the other three ethnic/racial groups.

12. Black, Hispanic, and Native American staff characteristics tend to resemble each other more than they resemble White and Asian staff. For instance, these three groups have higher proportions of respondents with low educational levels, and low salary levels, and lower proportions with graduate degrees and higher salary levels than do Whites and Asians. Proportionately more staff in these three groups are in the support occupation group and a lower proportion are in administrative or management job function categories. In 1981 a White staff member responding to this survey was almost twice as likely to supervise the work of others in CMHCs as was a Hispanic, Black, or Native American staff member.

In concluding, we hope this report provides some useful information and food for thought on current utilization of staff with different ethnic backgrounds in the mental health system.

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APPENDIX

TABLE 10.a

Percent of FTE by Racial/Ethnic Group and Highest Educational Level For Asian Respondents in CMHCs

	LT HS	HS OR GED	N.D. CERT	ASSOC DEG	B.A.	M.A.	PhD.	OTHER	Total
	% FTE	% FTE	% FTE	% FTE	% FTE	% FTE	% FTE	% FTE	% FTE
Alaska	29.2%	35.4%	35.4%	.0%	.0%	.0%	.0%	.0%	100.0%
Arizona	.0%	7.0%	.0%	.0%	7.0%	21.1%	64.9%	.0%	100.0%
Colorado	15.9%	.0%	.0%	15.9%	.0%	31.9%	36.3%	.0%	100.0%
Hawaii	.6%	22.5%	32.4%	7.8%	11.3%	14.7%	7.8%	3.0%	100.0%
Idaho	.0%	.0%	.0%	.0%	.0%	.0%	100.0%	.0%	100.0%
Montana	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	100.0%
New Mexico	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	100.0%
Utah	.0%	22.2%	.0%	11.1%	22.2%	33.3%	11.1%	.0%	100.0%
Regional Total	1.8%	20.9%	27.6%	7.4%	10.7%	16.0%	13.1%	2.5%	100.0%

TABLE 10.b

Number of FTE by Racial/Ethnic Group and Highest Educational Level For Asian Respondents in CMHCs

	LT HS	HS OR GED	N.D. CERT	ASSOC DEG	B.A.	M.A.	PhD.	OTHER	Total
	FTE	FTE	FTE	FTE	FTE	FTE	FTE	FTE	FTE
Alaska	1.6	2.0	2.0	.0	.0	.0	.0	.0	5.7
Arizona	.0	1.0	.0	.0	1.0	3.0	9.2	.0	14.2
Colorado	1.0	.0	.0	1.0	.0	2.0	2.3	.0	6.3
Hawaii	1.0	37.5	54.0	13.0	18.3	24.5	13.0	5.0	166.3
Idaho	.0	.0	.0	.0	.0	.0	1.0	.0	1.0
Montana	.0	.0	.0	.0	.0	.0	.0	.0	.0
New Mexico	.0	.0	.0	.0	.0	.0	.0	.0	.0
Utah	.0	2.0	.0	1.0	2.0	3.0	1.0	.0	9.0
Regional Total	3.7	42.5	56.0	15.0	21.8	32.5	26.5	5.0	202.9

TABLE 10.c

Percent of FTE
by Racial/Ethnic Group and Highest Educational Level
For Black Respondents in CMHCs

	LT HS	HS OR GED	N.D. CERT	ASSOC DEG	B.A.	M.A.	PhD.	OTHER	Total
	% FTE	% FTE	% FTE	% FTE	% FTE	% FTE	% FTE	% FTE	% FTE
Alaska	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	100.0%
Arizona	.0%	49.7%	12.3%	11.4%	11.1%	9.3%	6.2%	.0%	100.0%
Colorado	.0%	22.9%	17.1%	13.1%	18.0%	25.7%	3.3%	.0%	100.0%
Hawaii	.0%	.0%	.0%	.0%	25.0%	75.0%	.0%	.0%	100.0%
Idaho	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	100.0%
Montana	.0%	66.7%	.0%	.0%	33.3%	.0%	.0%	.0%	100.0%
New Mexico	.0%	36.4%	18.2%	9.1%	9.1%	27.3%	.0%	.0%	100.0%
Utah	.0%	45.5%	.0%	9.1%	18.2%	27.3%	.0%	.0%	100.0%
Regional Total	.0%	36.9%	13.2%	11.2%	15.0%	19.9%	3.9%	.0%	100.0%

TABLE 10.d

Number of FTE
by Racial/Ethnic Group and Highest Educational Level
For Black Respondents in CMHCs

	LT HS	HS OR GED	N.D. CERT	ASSOC DEG	B.A.	M.A.	PhD.	OTHER	Total
	FTE	FTE	FTE	FTE	FTE	FTE	FTE	FTE	FTE
Alaska	.0	.0	.0	.0	.0	.0	.0	.0	.0
Arizona	.0	32.3	8.0	7.4	7.2	6.1	4.0	.0	64.9
Colorado	.0	14.0	10.5	8.0	11.0	15.8	2.0	.0	61.3
Hawaii	.0	.0	.0	.0	1.0	3.0	.0	.0	4.0
Idaho	.0	.0	.0	.0	.0	.0	.0	.0	.0
Montana	.0	2.0	.0	.0	1.0	.0	.0	.0	3.0
New Mexico	.0	4.0	2.0	1.0	1.0	3.0	.0	.0	11.0
Utah	.0	5.0	.0	1.0	2.0	3.0	.0	.0	11.0
Regional Total	.0	57.3	20.5	17.4	23.2	30.8	6.0	.0	155.2

TABLE 10.e

Percent of FTE
by Racial/Ethnic Group and Highest Educational Level
For Hispanic Respondents in CMHCs

	LT HS	HS OR GED	N.D. CERT	ASSOC DEG	B.A.	M.A.	PhD.	OTHER	Total
	% FTE	% FTE	% FTE	% FTE	% FTE	% FTE	% FTE	% FTE	% FTE
Alaska	.0%	50.0%	.0%	.0%	.0%	.0%	.0%	50.0%	100.0%
Arizona	3.6%	47.7%	2.8%	8.4%	14.1%	21.2%	2.3%	.0%	100.0%
Colorado	5.6%	36.8%	4.4%	7.2%	15.2%	24.1%	6.7%	.0%	100.0%
Hawaii	.0%	17.7%	50.6%	.0%	25.3%	.0%	6.3%	.0%	100.0%
Idaho	.0%	.0%	.0%	100.0%	.0%	.0%	.0%	.0%	100.0%
Montana	.0%	33.3%	.0%	.0%	33.3%	33.3%	.0%	.0%	100.0%
New Mexico	1.3%	57.7%	7.0%	.0%	14.7%	14.4%	2.6%	2.2%	100.0%
Utah	6.0%	24.2%	.0%	21.1%	15.4%	21.1%	6.0%	6.0%	100.0%
Regional Total	3.9%	44.2%	4.6%	6.7%	14.9%	20.4%	4.2%	1.2%	100.0%

TABLE 10.f

Number of FTE
by Racial/Ethnic Group and Highest Educational Level
For Hispanic Respondents in CMHCs

	LT HS	HS OR GED	N.D. CERT	ASSOC DEG	B.A.	M.A.	PHD.	OTHER	Total
	FTE	FTE	FTE	FTE	FTE	FTE	FTE	FTE	FTE
Alaska	.0	1.0	.0	.0	.0	.0	.0	1.0	2.0
Arizona	5.0	67.0	4.0	11.9	19.8	29.8	3.2	.0	140.6
Colorado	9.4	61.5	7.4	12.0	25.4	40.2	11.2	.0	167.1
Hawaii	.0	.7	2.0	.0	1.0	.0	.3	.0	4.0
Idaho	.0	.0	.0	.1	.0	.0	.0	.0	.1
Montana	.0	1.0	.0	.0	1.0	1.0	.0	.0	3.0
New Mexico	1.5	65.9	8.0	.0	16.8	16.5	3.0	2.5	114.2
Utah	2.0	8.0	.0	7.0	5.1	7.0	2.0	2.0	33.1
Regional Total	17.9	205.1	21.4	31.0	69.1	94.5	19.7	5.5	464.1

NOTE: "Hispanic" means white respondents who identified themselves as "Hispanic". Black, Indian, and Asian respondents who identified themselves as "Hispanic", however, were subsumed under Black, Indian, and Asian, respectively.
-31

TABLE 10.g

Percent of FTE
by Racial/Ethnic Group and Highest Educational Level
For Alaskan Native/Native American Respondents in CMHCs

	LT HS	HS OR GED	N.D. CERT	ASSOC DEG	B.A.	M.A.	PhD.	OTHER	Total
	% FTE	% FTE	% FTE	% FTE	% FTE	% FTE	% FTE	% FTE	% FTE
Alaska	.0%	100.0%	.0%	.0%	.0%	.0%	.0%	.0%	100.0%
Arizona	14.9%	59.4%	12.9%	7.0%	4.7%	1.2%	.0%	.0%	100.0%
Colorado	.0%	44.4%	20.2%	.0%	5.1%	10.1%	20.2%	.0%	100.0%
Hawaii	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	100.0%
Idaho	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	100.0%
Montana	.0%	38.5%	.0%	19.2%	.0%	38.5%	.0%	3.8%	100.0%
New Mexico	11.8%	52.9%	11.8%	.0%	11.8%	11.8%	.0%	.0%	100.0%
Utah	.0%	31.3%	31.3%	.0%	21.9%	15.6%	.0%	.0%	100.0%
Regional Total	11.4%	56.8%	13.4%	5.8%	5.8%	5.0%	1.7%	.2%	100.0%

TABLE 10.h

Number of FTE
by Racial/Ethnic Group and Highest Educational Level
For Alaskan Native/Native American Respondents in CMHCs

	LT HS	HS OR GED	N.D. CERT	ASSOC DEG	B.A.	M.A.	PhD.	OTHER	Total
	FTE	FTE	FTE	FTE	FTE	FTE	FTE	FTE	FTE
Alaska	.0	4.4	.0	.0	.0	.0	.0	.0	4.4
Arizona	12.7	50.7	11.0	6.0	4.0	1.0	.0	.0	85.5
Colorado	.0	4.4	2.0	.0	.5	1.0	2.0	.0	9.9
Hawaii	.0	.0	.0	.0	.0	.0	.0	.0	.0
Idaho	.0	.0	.0	.0	.0	.0	.0	.0	.0
Montana	.0	2.0	.0	1.0	.0	2.0	.0	.2	5.2
New Mexico	1.0	4.5	1.0	.0	1.0	1.0	.0	.0	8.5
Utah	.0	2.0	2.0	.0	1.4	1.0	.0	.0	6.4
Regional Total	13.7	68.0	16.0	7.0	6.9	6.0	2.0	.2	119.8

TABLE 10.i

Percent of FTE
by Racial/Ethnic Group and Highest Educational Level
For White/Nonhispanic Respondents in CMHCs

	LT HS	HS OR GED	N.H. CERT	ASSOC DEG	B.A.	M.A.	PhD.	OTHER	Total
	% FTE	% FTE	% FTE	% FTE	% FTE	% FTE	% FTE	% FTE	% FTE
Alaska	.3%	19.6%	6.1%	2.1%	12.7%	38.2%	14.0%	7.0%	100.0%
Arizona	1.1%	25.1%	4.4%	3.7%	20.2%	35.8%	9.8%	.0%	100.0%
Colorado	.6%	19.9%	5.1%	4.4%	21.1%	36.3%	12.6%	.0%	100.0%
Hawaii	.9%	3.2%	11.2%	3.7%	9.0%	28.5%	43.4%	.0%	100.0%
Idaho	.5%	21.5%	3.7%	2.6%	8.5%	1.7%	14.2%	47.3%	100.0%
Montana	1.3%	26.9%	6.4%	2.5%	19.7%	28.9%	12.6%	1.7%	100.0%
New Mexico	.5%	22.5%	5.6%	5.2%	23.2%	35.1%	6.1%	1.8%	100.0%
Utah	.5%	19.3%	4.0%	4.2%	21.1%	33.3%	16.2%	1.4%	100.0%
Regional Total	.8%	21.5%	5.0%	3.9%	19.7%	33.6%	13.1%	2.4%	100.0%

TABLE 10.j

Number of FTE
by Racial/Ethnic Group and Highest Educational Level
For White/Nonhispanic Respondents in CMHCs

	LT HS	HS OR GED	N.D. CERT	ASSOC DEG	B.A.	M.A.	PhD.	OTHER	Total
	FTE	FTE	FTE	FTE	FTE	FTE	FTE	FTE	FTE
Alaska	.3	18.5	5.8	2.0	12.0	36.1	13.3	6.6	94.4
Arizona	9.5	226.6	39.3	33.0	182.2	323.1	88.7	.0	902.4
Colorado	6.4	203.6	52.0	44.7	215.6	370.5	128.7	.0	1021.4
Hawaii	1.0	3.4	12.0	4.0	9.6	30.6	46.5	.0	107.0
Idaho	.6	24.9	4.3	3.0	9.8	2.0	16.4	54.7	115.6
Montana	2.8	56.2	13.3	5.3	41.1	60.5	26.3	3.6	208.9
New Mexico	1.0	43.2	10.8	10.0	44.7	67.6	11.7	3.5	192.4
Utah	2.0	81.9	17.2	17.7	89.9	141.6	68.9	5.8	425.0
Regional Total	23.6	658.3	154.6	119.6	604.8	1031.9	400.3	74.1	3067.2

TABLE 11.a

Percent of FTE
by Racial/Ethnic Group and Highest Educational Level
For Asian Respondents in State Hospitals

	LT HS	HS OR GED	N.D. CERT	ASSOC DEG	B.A.	M.A.	PHD.	OTHER	Total
	% FTE	% FTE	% FTE	% FTE	% FTE	% FTE	% FTE	% FTE	% FTE
Alaska	.0%	.0%	.0%	.0%	.0%	100.0%	.0%	.0%	100.0%
Arizona	11.1%	11.1%	33.3%	.0%	.0%	.0%	44.4%	.0%	100.0%
Colorado	.0%	16.7%	.0%	.0%	16.7%	33.3%	33.3%	.0%	100.0%
Hawaii	7.9%	40.9%	24.3%	5.7%	13.0%	2.8%	3.6%	1.7%	100.0%
Idaho	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	100.0%
Montana	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	100.0%
New Mexico	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	100.0%
Utah	.0%	.0%	.0%	.0%	.0%	100.0%	.0%	.0%	100.0%
Regional Total	7.7%	38.4%	23.7%	5.2%	12.4%	4.6%	6.4%	1.5%	100.0%

TABLE 11.b

Number of FTE
by Racial/Ethnic Group and Highest Educational Level
For Asian Respondents in State Hospitals

	LT HS	HS OR GED	N.D. CERT	ASSOC DEG	B.A.	M.A.	PhD.	OTHER	Total
	FTE	FTE	FTE	FTE	FTE	FTE	FTE	FTE	FTE
Alaska	.0	.0	.0	.0	.0	1.0	.0	.0	1.0
Arizona	1.0	1.0	3.0	.0	.0	.0	4.0	.0	9.0
Colorado	.0	1.0	.0	.0	1.0	2.0	2.0	.0	6.0
Hawaii	14.0	72.4	43.0	10.0	23.0	5.0	6.5	3.0	176.9
Idaho	.0	.0	.0	.0	.0	.0	.0	.0	.0
Montana	.0	.0	.0	.0	.0	.0	.0	.0	.0
New Mexico	.0	.0	.0	.0	.0	.0	.0	.0	.0
Utah	.0	.0	.0	.0	.0	1.0	.0	.0	1.0
Regional Total	15.0	74.4	46.0	10.0	24.0	9.0	12.5	3.0	193.9

TABLE 11.c

Percent of FTE
by Racial/Ethnic Group and Highest Educational Level
For Black Respondents in State Hospitals

	LT HS	HS OR GED	N.D. CERT	ASSOC DEG	B.A.	M.A.	PhD.	OTHER	Total
	% FTE	% FTE	% FTE	% FTE	% FTE	% FTE	% FTE	% FTE	% FTE
Alaska	.0%	66.7%	33.3%	.0%	.0%	.0%	.0%	.0%	100.0%
Arizona	29.1%	53.2%	9.2%	7.1%	1.4%	.0%	.0%	.0%	100.0%
Colorado	6.6%	45.9%	16.4%	6.6%	.0%	18.0%	6.6%	.0%	100.0%
Hawaii	.0%	100.0%	.0%	.0%	.0%	.0%	.0%	.0%	100.0%
Idaho	.0%	50.0%	.0%	.0%	50.0%	.0%	.0%	.0%	100.0%
Montana	25.0%	25.0%	25.0%	.0%	.0%	25.0%	.0%	.0%	100.0%
New Mexico	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	100.0%
Utah	.0%	75.0%	.0%	.0%	.0%	25.0%	.0%	.0%	100.0%

Regional Total	20.4%	51.8%	11.7%	6.1%	1.7%	6.5%	1.7%	.0%	100.0%

TABLE 11.d

Number of FTE by Racial/Ethnic Group and Highest Educational Level For Black Respondents in State Hospitals

	LT HS	HS OR GED	N.D. CERT	ASSOC DEG	B.A.	M.A.	PhD.	OTHER	Total
	FTE	FTE	FTE	FTE	FTE	FTE	FTE	FTE	FTE
Alaska	.0	2.0	1.0	.0	.0	.0	.0	.0	3.0
Arizona	20.5	37.5	6.5	5.0	1.0	.0	.0	.0	70.5
Colorado	2.0	14.0	5.0	2.0	.0	5.5	2.0	.0	30.5
Hawaii	.0	1.0	.0	.0	.0	.0	.0	.0	1.0
Idaho	.0	1.0	.0	.0	1.0	.0	.0	.0	2.0
Montana	1.0	1.0	1.0	.0	.0	1.0	.0	.0	4.0
New Mexico	.0	.0	.0	.0	.0	.0	.0	.0	.0
Utah	.0	3.0	.0	.0	.0	1.0	.0	.0	4.0
Regional Total	23.5	59.5	13.5	7.0	2.0	7.5	2.0	.0	115.0

TABLE 11.e

Percent of FTE by Racial/Ethnic Group and Highest Educational Level For Hispanic Respondents in State Hospitals

	LT HS	HS OR GED	N.D. CERT	ASSOC DEG	B.A.	M.A.	PhD.	OTHER	Total
	% FTE	% FTE	% FTE	% FTE	% FTE	% FTE	% FTE	% FTE	% FTE
Alaska	.0%	100.0%	.0%	.0%	.0%	.0%	.0%	.0%	100.0%
Arizona	49.7%	35.4%	4.5%	6.0%	1.5%	1.5%	1.5%	.0%	100.0%
Colorado	12.7%	45.7%	15.6%	9.6%	6.7%	8.6%	1.0%	.0%	100.0%
Hawaii	33.3%	33.3%	.0%	.0%	.0%	33.3%	.0%	.0%	100.0%
Idaho	100.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	100.0%
Montana	.0%	.0%	.0%	.0%	.0%	100.0%	.0%	.0%	100.0%
New Mexico	22.0%	60.0%	10.3%	3.8%	2.3%	1.5%	.0%	.0%	100.0%
Utah	.0%	.0%	33.3%	.0%	66.7%	.0%	.0%	.0%	100.0%
Regional Total	22.2%	48.2%	11.9%	6.9%	4.7%	5.4%	.7%	.0%	100.0%

TABLE 11.f

Number of FTE
by Racial/Ethnic Group and Highest Educational Level
For Hispanic Respondents in State Hospitals

	LT HS	HS OR GED	N.D. CERT	ASSOC DEG	B.A.	M.A.	PhD.	OTHER	Total
	FTE	FTE	FTE	FTE	FTE	FTE	FTE	FTE	FTE
Alaska	.0	1.0	.0	.0	.0	.0	.0	.0	1.0
Arizona	33.4	23.8	3.0	4.0	1.0	1.0	1.0	.0	67.2
Colorado	24.5	88.2	30.0	18.5	13.0	16.6	2.0	.0	192.8
Hawaii	1.0	1.0	.0	.0	.0	1.0	.0	.0	3.0
Idaho	1.0	.0	.0	.0	.0	.0	.0	.0	1.0
Montana	.0	.0	.0	.0	.0	1.0	.0	.0	1.0
New Mexico	29.0	79.0	13.6	5.0	3.0	2.0	.0	.0	131.6
Utah	.0	.0	1.0	.0	2.0	.0	.0	.0	3.0
Regional Total	88.9	193.0	47.6	27.5	19.0	21.6	3.0	.0	400.6

TABLE 11.g

Percent of FTE
by Racial/Ethnic Group and Highest Educational Level
For Alaskan Native/Native American Respondents in State Hospitals

	LT HS	HS OR GED	N.D. CERT	ASSOC DEG	B.A.	M.A.	PhD.	OTHER	Total
	% FTE	% FTE	% FTE	% FTE	% FTE	% FTE	% FTE	% FTE	% FTE
Alaska	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	100.0%
Arizona	12.5%	50.0%	12.5%	.0%	25.0%	.0%	.0%	.0%	100.0%
Colorado	12.5%	37.5%	25.0%	12.5%	12.5%	.0%	.0%	.0%	100.0%
Hawaii	.0%	.0%	100.0%	.0%	.0%	.0%	.0%	.0%	100.0%
Idaho	.0%	.0%	75.0%	.0%	.0%	.0%	25.0%	.0%	100.0%
Montana	.0%	100.0%	.0%	.0%	.0%	.0%	.0%	.0%	100.0%
New Mexico	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	100.0%
Utah	.0%	33.3%	.0%	33.3%	33.3%	.0%	.0%	.0%	100.0%
Regional Total	7.7%	38.5%	26.9%	7.7%	15.4%	.0%	3.8%	.0%	100.0%

TABLE 11.h

Number of FTE by Racial/Ethnic Group and Highest Educational Level For Alaskan Native/Native American Respondents in State Hospitals

	LT HS	HS OR GED	N.D. CERT	ASSOC DEG	B.A.	M.A.	PhD.	OTHER	Total
	FTE	FTE	FTE	FTE	FTE	FTE	FTE	FTE	FTE
Alaska	.0	.0	.0	.0	.0	.0	.0	.0	.0
Arizona	1.0	4.0	1.0	.0	2.0	.0	.0	.0	8.0
Colorado	1.0	3.0	2.0	1.0	1.0	.0	.0	.0	8.0
Hawaii	.0	.0	1.0	.0	.0	.0	.0	.0	1.0
Idaho	.0	.0	3.0	.0	.0	.0	1.0	.0	4.0
Montana	.0	2.0	.0	.0	.0	.0	.0	.0	2.0
New Mexico	.0	.0	.0	.0	.0	.0	.0	.0	.0
Utah	.0	1.0	.0	1.0	1.0	.0	.0	.0	3.0
Regional Total	2.0	10.0	7.0	2.0	4.0	.0	1.0	.0	26.0

TABLE 11.i

Percent of FTE
by Racial/Ethnic Group and Highest Educational Level
For White/Nonhispanic Respondents in State Hospitals

	LT HS	HS OR GED	N.D. CERT	ASSOC DEG	B.A.	M.A.	PhD.	OTHER	Total
	% FTE	% FTE	% FTE	% FTE	% FTE	% FTE	% FTE	% FTE	% FTE
Alaska	.0%	45.6%	12.8%	4.3%	8.1%	11.4%	7.1%	10.7%	100.0%
Arizona	6.6%	36.5%	11.1%	13.0%	17.2%	10.2%	5.4%	.0%	100.0%
Colorado	2.0%	40.6%	13.7%	9.7%	17.9%	10.5%	5.7%	.0%	100.0%
Hawaii	10.4%	19.2%	21.3%	4.4%	17.7%	10.9%	14.0%	2.1%	100.0%
Idaho	6.4%	43.0%	17.5%	5.7%	9.3%	4.2%	2.6%	11.3%	100.0%
Montana	5.6%	44.6%	10.8%	3.2%	21.8%	8.3%	2.0%	3.7%	100.0%
New Mexico	8.3%	16.7%	16.7%	8.3%	8.3%	25.0%	16.7%	.0%	100.0%
Utah	1.6%	41.7%	15.3%	12.7%	13.2%	11.8%	2.9%	.8%	100.0%
Regional Total	3.9%	39.5%	13.7%	9.6%	16.1%	10.1%	5.2%	1.9%	100.0%

TABLE 11.j

Number of FTE by Racial/Ethnic Group and Highest Educational Level For White/Nonhispanic Respondents in State Hospitals

	LT HS	HS OR GED	N.D. CERT	ASSOC DEG	B.A.	M.A.	PhD.	OTHER	Total
	FTE	FTE	FTE	FTE	FTE	FTE	FTE	FTE	FTE
Alaska	.0	32.0	9.0	3.0	5.7	8.0	5.0	7.5	70.2
Arizona	25.0	137.4	41.8	48.8	64.8	38.5	20.5	.0	376.8
Colorado	12.6	255.6	86.0	61.0	112.7	66.1	35.8	.0	629.8
Hawaii	7.1	13.1	14.5	3.0	12.1	7.4	9.6	1.4	68.0
Idaho	9.0	60.8	24.8	8.0	13.2	6.0	3.6	16.0	141.4
Montana	7.0	55.5	13.4	4.0	27.1	10.3	2.5	4.6	124.4
New Mexico	1.0	2.0	2.0	1.0	1.0	3.0	2.0	.0	12.0
Utah	4.0	102.2	37.4	31.2	32.4	29.0	7.0	2.0	245.2
Regional Total	65.7	658.5	228.9	160.0	268.9	168.3	85.9	31.5	1667.7

TABLE 16.a

Percent of FTE by Job Function For Respondents of Asian Racial/Ethnic Background in CMHCs

	DIRECT CARE	COMM C & E	ADMIN-MANAG	ADMIN-SUPPT	TOTAL
	% FTE	% FTE	% FTE	% FTE	% FTE
Alaska	54.8%	.0%	17.8%	27.4%	100.0%
Arizona	77.3%	7.6%	7.6%	7.6%	100.0%
Colorado	47.8%	.0%	36.3%	15.9%	100.0%
Hawaii	57.0%	6.4%	19.0%	17.6%	100.0%
Idaho	100.0%	.0%	.0%	.0%	100.0%
Montana	.0%	.0%	.0%	.0%	100.0%
New Mexico	.0%	.0%	.0%	.0%	100.0%
Utah	55.6%	11.1%	11.1%	22.2%	100.0%

Regional Total	58.3%	6.3%	18.2%	17.2%	100.0%

TABLE 16.b

Number of FTE by Job Function For Respondents of Asian Racial/Ethnic Background in CMHCs

	DIRECT CARE	COMM C & E	ADMIN-MANAG	ADMIN-SUPR	TOTAL
	FTE	FTE	FTE	FTE	FTE
Alaska	2.0	.0	.7	1.0	3.7
Arizona	10.2	1.0	1.0	1.0	13.2
Colorado	3.0	.0	2.3	1.0	6.3
Hawaii	84.2	9.4	28.0	26.0	147.6
Idaho	1.0	.0	.0	.0	1.0
Montana	.0	.0	.0	.0	.0
New Mexico	.0	.0	.0	.0	.0
Utah	5.0	1.0	1.0	2.0	9.0

Regional Total	105.4	11.4	32.9	31.0	180.7

TABLE 16.c

Percent of FTE by Job Function For Respondents of Black Racial/Ethnic Background in CMHCs

	DIRECT CARE	COMM C & E	ADMIN-MANAG	ADMIN-SUPP	TOTAL
	% FTE	% FTE	% FTE	% FTE	% FTE
Alaska	.0%	.0%	.0%	.0%	100.0%
Arizona	61.2%	6.0%	6.2%	26.7%	100.0%
Colorado	60.0%	3.3%	18.0%	18.8%	100.0%
Hawaii	75.0%	25.0%	.0%	.0%	100.0%
Idaho	.0%	.0%	.0%	.0%	100.0%
Montana	33.3%	.0%	33.3%	33.3%	100.0%
New Mexico	83.3%	.0%	8.3%	8.3%	100.0%
Utah	36.4%	9.1%	27.3%	27.3%	100.0%

Regional Total	60.5%	5.1%	12.8%	21.6%	100.0%

TABLE 16.d

Number of FTE by Job Function For Respondents of Black Racial/Ethnic Background in CMHCs

	DIRECT CARE	COMM C & E	ADMIN-MANAG	ADMIN-SUPP	TOTAL
	FTE	FTE	FTE	FTE	FTE
Alaska	.0	.0	.0	.0	.0
Arizona	39.7	3.9	4.0	17.3	64.9
Colorado	36.8	2.0	11.0	11.5	61.3
Hawaii	3.0	1.0	.0	.0	4.0
Idaho	.0	.0	.0	.0	.0
Montana	1.0	.0	1.0	1.0	3.0
New Mexico	10.0	.0	1.0	1.0	12.0
Utah	4.0	1.0	3.0	3.0	11.0
Regional Total	94.5	7.9	20.0	33.8	156.2

TABLE 16.e

Percent of FTE by Job Function For Respondents of Hispanic Racial/Ethnic Background in CMHCs

	DIRECT CARE	COMM C & E	ADMIN-MANAG	ADMIN-SUPPT	TOTAL
	% FTE	% FTE	% FTE	% FTE	% FTE
Alaska	.0%	50.0%	.0%	50.0%	100.0%
Arizona	43.5%	4.3%	19.6%	32.7%	100.0%
Colorado	51.0%	4.1%	15.6%	29.3%	100.0%
Hawaii	74.1%	.0%	.0%	25.9%	100.0%
Idaho	.0%	.0%	.0%	100.0%	100.0%
Montana	33.3%	.0%	33.3%	33.3%	100.0%
New Mexico	53.7%	3.1%	20.2%	23.1%	100.0%
Utah	72.8%	3.0%	12.1%	12.1%	100.0%

Regional Total	50.7%	4.0%	17.6%	27.7%	100.0%

TABLE 16.f

Number of FTE by Job Function For Respondents of Hispanic Racial/Ethnic Background in CMHCs

	DIRECT CARE	COMM C & E	ADMIN-MANAG	ADMIN-SUPP	TOTAL
	FTE	FTE	E	FTE	FTE
Alaska	.0	1.0	.0	1.0	2.0
Arizona	61.1	6.0	27.5	46.0	140.6
Colorado	83.8	6.8	25.5	48.0	164.1
Hawaii	2.0	.0	.0	.7	2.7
Idaho	.0	.0	.0	.1	.1
Montana	1.0	.0	1.0	1.0	3.0
New Mexico	61.5	3.5	23.2	26.5	114.7
Utah	24.1	1.0	4.0	4.0	33.1
Regional Total	233.5	18.3	81.2	127.3	460.3

TABLE 16.g

Percent of FTE by Job Function For Respondents of Alaskan Native/Native American Racial/Ethnic Background in CMHCs

	DIRECT CARE	COMM C & E	ADMIN-MANAG	ADMIN-SUPPT	TOTAL
	% FTE	% FTE	% FTE	% FTE	% FTE
Alaska	29.6%	11.1%	.0%	59.3%	100.0%
Arizona	53.0%	7.2%	9.6%	30.2%	100.0%
Colorado	48.5%	10.1%	25.3%	16.2%	100.0%
Hawaii	.0%	.0%	.0%	.0%	100.0%
Idaho	.0%	.0%	.0%	.0%	100.0%
Montana	67.7%	.0%	.0%	32.3%	100.0%
New Mexico	23.5%	5.9%	11.8%	58.8%	100.0%
Utah	84.4%	.0%	.0%	15.6%	100.0%

Regional Total	52.3%	6.7%	9.8%	31.2%	100.0%

TABLE 16.h

Number of FTE by Job Function For Respondents of Alaskan Native/Native American Racial/Ethnic Background in CMHCs

	DIRECT CARE	COMM C & E	ADMIN-MANAG	ADMIN-SUPP	TOTAL
	FTE	FTE	FTE	FTE	FTE
Alaska	1.0	.4	.0	2.0	3.4
Arizona	44.3	6.0	8.0	25.2	83.5
Colorado	4.8	1.0	2.5	1.6	9.9
Hawaii	.0	.0	.0	.0	.0
Idaho	.0	.0	.0	.0	.0
Montana	4.2	.0	.0	2.0	6.2
New Mexico	2.0	.5	1.0	5.0	8.5
Utah	5.4	.0	.0	1.0	6.4
Regional Total	61.7	7.9	11.5	36.8	117.8

TABLE 16.i

Percent of FTE by Job Function For Respondents of White/Nonhispanic Racial/Ethnic Background in CMHCs

	DIRECT CARE	COMM C & E	ADMIN-MANAG	ADMIN-SUPPT	TOTAL
	% FTE	% FTE	% FTE	% FTE	% FTE
Alaska	51.0%	4.0%	16.8%	28.2%	100.0%
Arizona	53.8%	1.8%	22.2%	22.2%	100.0%
Colorado	53.9%	1.6%	20.5%	24.1%	100.0%
Hawaii	66.0%	7.6%	13.2%	13.2%	100.0%
Idaho	65.1%	.0%	7.7%	27.2%	100.0%
Montana	55.4%	1.5%	21.1%	22.0%	100.0%
New Mexico	59.9%	2.6%	20.8%	16.7%	100.0%
Utah	59.4%	2.8%	20.2%	17.7%	100.0%

Regional Total	55.8%	2.0%	20.2%	21.9%	100.0%

TABLE 16.j

Number of FTE by Job Function For Respondents of White/Nonhispanic Racial/Ethnic Background in CMHCs

	DIRECT CARE	COMM C & E	ADMIN-MANAG	ADMIN-SUPP	TOTAL
	FTE	FTE	FTE	FTE	FTE
Alaska	44.3	3.5	14.6	24.5	86.9
Arizona	486.5	16.0	200.7	200.6	903.8
Colorado	550.0	16.1	209.4	245.8	1021.2
Hawaii	60.0	6.9	12.0	12.0	90.9
Idaho	76.1	.0	9.1	31.8	116.9
Montana	115.3	3.2	44.0	45.7	208.1
New Mexico	115.0	5.0	40.0	32.0	191.9
Utah	247.9	11.5	84.4	73.8	417.6
Regional Total	1695.0	62.2	614.1	666.1	3037.4

TABLE 17.a

Percent of FTE by Job Function For Respondents of Asian Racial/Ethnic Background in State Hospitals

	DIRECT CARE	COMM C & E	ADMIN-MANAG	ADMIN-SUPPT	TOTAL
	% FTE	% FTE	% FTE	% FTE	% FTE
Alaska	.0%	.0%	.0%	.0%	100.0%
Arizona	77.8%	.0%	.0%	22.2%	100.0%
Colorado	.0%	.0%	.0%	.0%	100.0%
Hawaii	53.7%	.6%	12.2%	33.4%	100.0%
Idaho	.0%	.0%	.0%	.0%	100.0%
Montana	.0%	.0%	.0%	.0%	100.0%
New Mexico	.0%	.0%	.0%	.0%	100.0%
Utah	100.0%	.0%	.0%	.0%	100.0%

Regional Total	55.3%	.6%	11.5%	32.6%	100.0%

TABLE 17.b

Number of FTE by Job Function For Respondents of Asian Racial/Ethnic Background in State Hospitals

	DIRECT CARE	COMM C & E	ADMIN-MANAG	ADMIN-SUPP	TOTAL
	FTE	FTE	FTE	FTE	FTE
Alaska	.0	.0	.0	.0	.0
Arizona	7.0	.0	.0	2.0	9.0
Colorado	.0	.0	.0	.0	.0
Hawaii	83.6	1.0	19.0	52.0	155.6
Idaho	.0	.0	.0	.0	.0
Montana	.0	.0	.0	.0	.0
New Mexico	.0	.0	.0	.0	.0
Utah	1.0	.0	.0	.0	1.0

Regional Total	91.6	1.0	19.0	54.0	165.6

TABLE 17.c

Percent of FTE by Job Function For Respondents of Black Racial/Ethnic Background in State Hospitals

	DIRECT CARE	COMM C & E	ADMIN-MANAG	ADMIN-SUPP	TOTAL
	% FTE	% FTE	% FTE	% FTE	% FTE
Alaska	66.7%	.0%	.0%	33.3%	100.0%
Arizona	43.2%	.0%	1.4%	55.4%	100.0%
Colorado	.0%	.0%	.0%	.0%	100.0%
Hawaii	100.0%	.0%	.0%	.0%	100.0%
Idaho	100.0%	.0%	.0%	.0%	100.0%
Montana	75.0%	.0%	25.0%	.0%	100.0%
New Mexico	.0%	.0%	.0%	.0%	100.0%
Utah	50.0%	.0%	.0%	50.0%	100.0%

Regional Total	47.9%	.0%	2.4%	49.7%	100.0%

TABLE 17.d

Number of FTE by Job Function For Respondents of Black Racial/Ethnic Background in State Hospitals

	DIRECT CARE	COMM C & E	ADMIN-MANAG	ADMIN-SUPP	TOTAL
	FTE	FTE	FTE	FTE	FTE
Alaska	2.0	.0	.0	1.0	3.0
Arizona	30.0	.0	1.0	38.5	69.5
Colorado	.0	.0	.0	.0	.0
Hawaii	1.0	.0	.0	.0	1.0
Idaho	2.0	.0	.0	.0	2.0
Montana	3.0	.0	1.0	.0	4.0
New Mexico	.0	.0	.0	.0	.0
Utah	2.0	.0	.0	2.0	4.0

Regional Total	40.0	.0	2.0	41.5	83.5

TABLE 17.e

Percent of FTE by Job Function For Respondents of Hispanic Racial/Ethnic Background in State Hospitals

	DIRECT CARE	COMM C & E	ADMIN-MANAG	ADMIN-SUPPT	TOTAL
	% FTE	% FTE	% FTE	% FTE	% FTE
Alaska	.0%	.0%	100.0%	.0%	100.0%
Arizona	28.0%	.0%	3.0%	69.0%	100.0%
Colorado	.0%	.0%	.0%	.0%	100.0%
Hawaii	66.7%	.0%	.0%	33.3%	100.0%
Idaho	50.0%	.0%	.0%	50.0%	100.0%
Montana	100.0%	.0%	.0%	.0%	100.0%
New Mexico	67.6%	.8%	7.5%	24.1%	100.0%
Utah	66.7%	.0%	33.3%	.0%	100.0%

Regional Total	54.5%	.5%	6.7%	38.3%	100.0%

TABLE 17.f

Number of FTE by Job Function For Respondents of Hispanic Racial/Ethnic Background in State Hospitals

	DIRECT CARE	COMM C & E	ADMIN-MANAG	ADMIN-SUPP	TOTAL
	FTE	FTE	FTE	FTE	FTE
Alaska	.0	.0	1.0	.0	1.0
Arizona	18.8	.0	2.0	46.4	67.2
Colorado	.0	.0	.0	.0	.0
Hawaii	2.0	.0	.0	1.0	3.0
Idaho	1.0	.0	.0	1.0	2.0
Montana	1.0	.0	.0	.0	1.0
New Mexico	89.6	1.0	10.0	32.0	132.6
Utah	2.0	.0	1.0	.0	3.0
Regional Total	114.4	1.0	14.0	80.4	209.8

TABLE 17.g

Percent of FTE by Job Function For Respondents of Alaskan Native/Native American Racial/Ethnic Background in State Hospitals

	DIRECT CARE	COMM C & E	ADMIN-MANAG	ADMIN-SUPPT	TOTAL
	% FTE	% FTE	% FTE	% FTE	% FTE
Alaska	.0%	.0%	.0%	.0%	100.0%
Arizona	37.5%	.0%	12.5%	50.0%	100.0%
Colorado	.0%	.0%	.0%	.0%	100.0%
Hawaii	100.0%	.0%	.0%	.0%	100.0%
Idaho	100.0%	.0%	.0%	.0%	100.0%
Montana	50.0%	.0%	.0%	50.0%	100.0%
New Mexico	.0%	.0%	.0%	.0%	100.0%
Utah	100.0%	.0%	.0%	.0%	100.0%
Regional Total	66.7%	.0%	5.6%	27.8%	100.0%

TABLE 17.h

Number of FTE by Job Function For Respondents of Alaskan Native/Native American Racial/Ethnic Background in State Hospitals

	DIRECT CARE	COMM C & E	ADMIN-MANAG	ADMIN-SUPP	TOTAL
	FTE	FTE	FTE	FTE	FTE
Alaska	.0	.0	.0	.0	.0
Arizona	3.0	.0	1.0	4.0	8.0
Colorado	.0	.0	.0	.0	.0
Hawaii	1.0	.0	.0	.0	1.0
Idaho	4.0	.0	.0	.0	4.0
Montana	1.0	.0	.0	1.0	2.0
New Mexico	.0	.0	.0	.0	.0
Utah	3.0	.0	.0	.0	3.0

Regional Total	12.0	.0	1.0	5.0	18.0

TABLE 17.i

Percent of FTE by Job Function For Respondents of White/Nonhispanic Racial/Ethnic Background in State Hospitals

	DIRECT CARE	COMM C & E	ADMIN-MANAG	ADMIN-SUPPT	TOTAL
	% FTE	% FTE	% FTE	% FTE	% FTE
Alaska	56.1%	.0%	10.1%	33.8%	100.0%
Arizona	57.3%	.5%	10.1%	32.2%	100.0%
Colorado	.0%	.0%	.0%	.0%	100.0%
Hawaii	77.6%	.0%	11.6%	10.8%	100.0%
Idaho	49.6%	.7%	4.8%	44.8%	100.0%
Montana	58.1%	1.6%	12.3%	28.0%	100.0%
New Mexico	75.0%	.0%	16.7%	8.3%	100.0%
Utah	64.3%	.4%	12.2%	23.0%	100.0%
Regional Total	59.2%	.6%	10.3%	29.9%	100.0%

TABLE 17.j

Number of FTE by Job Function
For Respondents of White/Nonhispanic Racial/Ethnic Background
in State Hospitals

	DIRECT CARE	COMM C & E	ADMIN-MANAG	ADMIN-SUPP	TOTAL
	FTE	FTE	FTE	FTE	FTE
Alaska	33.2	.0	6.0	20.0	59.2
Arizona	216.3	2.0	38.0	121.5	377.8
Colorado	.0	.0	.0	.0	.0
Hawaii	43.5	.0	6.5	6.1	56.0
Idaho	71.6	1.0	7.0	64.8	144.4
Montana	73.2	2.0	15.5	35.3	126.0
New Mexico	9.0	.0	2.0	1.0	12.0
Utah	157.8	1.0	30.0	56.5	245.3

Regional Total	604.6	6.0	105.0	305.1	1020.6

TABLE 20.a

Percent of FTEs in Supervisory Management Positions
by Supervisory Level
For Respondents of Asian Racial/Ethnic Background
in CMHCs

	AGENCY HEAD	DIRECTOR	SUPERVISOR	MED. DIRECT	M.H. DIRECT	OTHER	Total
	%FTE	%FTE	%FTE	%FTE	%FTE	%FTE	%FTE
Alaska	.0%	.0%	45.2%	.0%	.0%	54.8%	100.0%
Arizona	.0%	42.3%	42.3%	.0%	15.3%	.0%	100.0%
Colorado	(no data)	(no data)	(no data)	(no data)	(no data)	(no data)	(no data)
Hawaii	2.2%	47.8%	28.3%	.0%	.0%	21.7%	100.0%
Idaho	.0%	.0%	.0%	.0%	.0%	.0%	100.0%
Montana	.0%	.0%	.0%	.0%	.0%	.0%	100.0%
New Mexico	.0%	.0%	.0%	.0%	.0%	.0%	100.0%
Utah	.0%	.0%	25.0%	.0%	25.0%	50.0%	100.0%
Regional Total	1.7%	41.1%	30.2%	.0%	3.0%	24.0%	100.0%

TABLE 20.b

Number of FTEs in Supervisory Management Positions by Supervisory Level For Respondents of Asian Racial/Ethnic Background in CMHCs

	AGENCY HEAD	DIRECTOR	SUPERVISOR	MED. DIRECT	M.H. DIRECT	OTHER	Total
	FTE	FTE	FTE	FTE	FTE	FTE	FTE
Alaska	.0	.0	1.6	.0	.0	2.0	3.7
Arizona	.0	2.0	2.0	.0	.7	.0	4.7
Colorado	(no data)	(no data)	(no data)	(no data)	(no data)	(no data)	(no data)
Hawaii	1.0	22.0	13.0	.0	.0	10.0	46.0
Idaho	.0	.0	.0	.0	.0	.0	.0
Montana	.0	.0	.0	.0	.0	.0	.0
New Mexico	.0	.0	.0	.0	.0	.0	.0
Utah	.0	.0	1.0	.0	1.0	2.0	4.0
Regional Total	1.0	24.0	17.6	.0	1.7	14.0	58.4

TABLE 20.c

Percent of FTEs in Supervisory Management Positions
by Supervisory Level
For Respondents of Black Racial/Ethnic Background
in CMHCs

	AGENCY HEAD	DIRECTOR	SUPERVISOR	MED. DIRECT	M.H. DIRECT	OTHER	Total
	%FTE	%FTE	%FTE	%FTE	%FTE	%FTE	%FTE
Alaska	.0%	.0%	.0%	.0%	.0%	.0%	100.0%
Arizona	.0%	12.1%	81.8%	.0%	.0%	6.1%	100.0%
Colorado	(no data)	(no data)	(no data)	(no data)	(no data)	(no data)	(no data)
Hawaii	.0%	.0%	.0%	.0%	.0%	100.0%	100.0%
Idaho	.0%	.0%	.0%	.0%	.0%	.0%	100.0%
Montana	.0%	100.0%	.0%	.0%	.0%	.0%	100.0%
New Mexico	.0%	33.3%	66.7%	.0%	.0%	.0%	100.0%
Utah	.0%	25.0%	25.0%	.0%	.0%	50.0%	100.0%
Regional Total	.0%	19.6%	64.7%	.0%	.0%	15.7%	100.0%

TABLE 20.d

Number of FTEs in Supervisory Management Positions by Supervisory Level For Respondents of Black Racial/Ethnic Background in CMHCs

	AGENCY HEAD	DIRECTOR	SUPERVISOR	MED. DIRECT	M.H. DIRECT	OTHER	Total
	FTE	FTE	FTE	FTE	FTE	FTE	FTE
Alaska	.0	.0	.0	.0	.0	.0	.0
Arizona	.0	2.0	13.5	.0	.0	1.0	16.5
Colorado	(no data)	(no data)	(no data)	(no data)	(no data)	(no data)	(no data)
Hawaii	.0	.0	.0	.0	.0	1.0	1.0
Idaho	.0	.0	.0	.0	.0	.0	.0
Montana	.0	1.0	.0	.0	.0	.0	1.0
New Mexico	.0	1.0	2.0	.0	.0	.0	3.0
Utah	.0	1.0	1.0	.0	.0	2.0	4.0
Regional Total	.0	5.0	16.5	.0	.0	4.0	25.5

TABLE 20.e

Percent of FTEs in Supervisory Management Positions by Supervisory Level For Respondents of Hispanic Racial/Ethnic Background in CMHCs

	AGENCY HEAD	DIRECTOR	SUPERVISOR	MED. DIRECT	M.H. DIRECT	OTHER	Total
	%FTE	%FTE	%FTE	%FTE	%FTE	%FTE	%FTE
Alaska	.0%	.0%	.0%	.0%	.0%	.0%	100.0%
Arizona	10.5%	44.7%	30.4%	2.6%	.0%	11.8%	100.0%
Colorado	(no data)	(no data)	(no data)	(no data)	(no data)	(no data)	(no data)
Hawaii	.0%	.0%	.0%	.0%	.0%	.0%	100.0%
Idaho	.0%	.0%	.0%	.0%	.0%	.0%	100.0%
Montana	.0%	100.0%	.0%	.0%	.0%	.0%	100.0%
New Mexico	11.3%	22.6%	62.3%	.0%	.0%	3.8%	100.0%
Utah	.0%	30.8%	53.8%	.0%	.0%	15.4%	100.0%
Regional Total	8.8%	36.5%	44.1%	1.3%	.0%	9.4%	100.0%

TABLE 20.f

Number of FTEs in Supervisory Management Positions by Supervisory Level For Respondents of Hispanic Racial/Ethnic Background in CMHCs

	AGENCY HEAD	DIRECTOR	SUPERVISOR	MED. DIRECT	M.H. DIRECT	OTHER	Total
	FTE	FTE	FTE	FTE	FTE	FTE	FTE
Alaska	.0	.0	.0	.0	.0	.0	.0
Arizona	4.0	17.0	11.5	1.0	.0	4.5	38.1
Colorado	(no data)	(no data)	(no data)	(no data)	(no data)	(no data)	(no data)
Hawaii	.0	.0	.0	.0	.0	.0	.0
Idaho	.0	.0	.0	.0	.0	.0	.0
Montana	.0	2.0	.0	.0	.0	.0	2.0
New Mexico	3.0	6.0	16.5	.0	.0	1.0	26.5
Utah	.0	4.0	7.0	.0	.0	2.0	13.0
Regional Total	7.0	29.0	35.1	1.0	.0	7.5	79.6

TABLE 20.g

Percent of FTEs in Supervisory Management Positions by Supervisory Level For Respondents of Alaskan Native/Native American Racial/Ethnic Background in CMHCs

	AGENCY HEAD	DIRECTOR	SUPERVISOR	MED. DIRECT	M.H. DIRECT	OTHER	Total
	%FTE	%FTE	%FTE	%FTE	%FTE	%FTE	%FTE
Alaska	.0%	72.7%	.0%	.0%	.0%	27.3%	100.0%
Arizona	.0%	7.1%	85.7%	.0%	.0%	7.1%	100.0%
Colorado	(no data)	(no data)	(no data)	(no data)	(no data)	(no data)	(no data)
Hawaii	.0%	.0%	.0%	.0%	.0%	.0%	100.0%
Idaho	.0%	.0%	.0%	.0%	.0%	.0%	100.0%
Montana	.0%	.0%	.0%	.0%	.0%	100.0%	100.0%
New Mexico	.0%	100.0%	.0%	.0%	.0%	.0%	100.0%
Utah	.0%	.0%	50.0%	.0%	.0%	50.0%	100.0%

Regional Total	.0%	14.7%	63.8%	.0%	.0%	21.5%	100.0%

TABLE 20.h

Number of FTEs in Supervisory Management Positions by Supervisory Level For Respondents of Alaskan Native/Native American Racial/Ethnic Background in CMHCs

	AGENCY HEAD	DIRECTOR	SUPERVISOR	MED. DIRECT	M.H. DIRECT	OTHER	Total
	FTE	FTE	FTE	FTE	FTE	FTE	FTE
Alaska	.0	1.0	.0	.0	.0	.4	1.4
Arizona	.0	1.0	12.0	.0	.0	1.0	14.0
Colorado	(no data)	(no data)	(no data)	(no data)	(no data)	(no data)	(no data)
Hawaii	.0	.0	.0	.0	.0	.0	.0
Idaho	.0	.0	.0	.0	.0	.0	.0
Montana	.0	.0	.0	.0	.0	2.0	2.0
New Mexico	.0	1.0	.0	.0	.0	.0	1.0
Utah	.0	.0	1.0	.0	.0	1.0	2.0

Regional Total	.0	3.0	13.0	.0	.0	4.4	20.4

TABLE 20.i

Percent of FTEs in Supervisory Management Positions by Supervisory Level For Respondents of White/Nonhispanic Racial/Ethnic Background in CMHCs

	AGENCY HEAD	DIRECTOR	SUPERVISOR	MED. DIRECT	M.H. DIRECT	OTHER	Total
	%FTE	%FTE	%FTE	%FTE	%FTE	%FTE	%FTE
Alaska	16.2%	18.3%	38.1%	2.0%	5.1%	20.3%	100.0%
Arizona	11.7%	27.8%	46.0%	1.1%	4.0%	9.4%	100.0%
Colorado	(no data)	(no data)	(no data)	(no data)	(no data)	(no data)	(no data)
Hawaii	12.8%	40.5%	14.9%	4.3%	2.1%	25.4%	100.0%
Idaho	11.3%	15.8%	59.7%	.0%	3.7%	9.6%	100.0%
Montana	6.2%	37.7%	34.9%	3.1%	2.1%	16.0%	100.0%
New Mexico	9.4%	24.1%	60.5%	.6%	2.9%	2.4%	100.0%
Utah	4.0%	23.7%	54.5%	2.0%	2.3%	13.5%	100.0%

Regional Total	9.3%	27.1%	46.8%	1.7%	3.2%	12.0%	100.0%

TABLE 20.j

Number of FTEs in Supervisory Management Positions by Supervisory Level For Respondents of White/Nonhispanic Racial/Ethnic Background in CMHCs

	AGENCY HEAD	DIRECTOR	SUPERVISOR	MED. DIRECT	M.H. DIRECT	OTHER	Total
	FTE	FTE	FTE	FTE	FTE	FTE	FTE
Alaska	8.0	9.0	18.8	1.0	2.5	10.0	49.3
Arizona	35.6	84.4	139.8	3.4	12.3	28.6	304.1
Colorado	(no data)	(no data)	(no data)	(no data)	(no data)	(no data)	(no data)
Hawaii	6.0	19.0	7.0	2.0	1.0	11.9	46.9
Idaho	5.0	7.0	26.5	.0	1.6	4.3	44.4
Montana	6.0	36.3	33.6	3.0	2.0	15.4	96.3
New Mexico	8.0	20.5	51.4	.5	2.5	2.0	84.9
Utah	8.0	47.3	109.0	4.0	4.5	27.1	199.9
Regional Total	76.6	223.5	386.1	13.9	26.4	99.2	825.6

TABLE 21.a

Percent of FTEs in Supervisory Management Positions
by Supervisory Level
For Respondents of Asian Racial/Ethnic Background
in State Hospitals

	AGENCY HEAD	DIRECTOR	SUPERVISOR	MED. DIRECT	M.H. DIRECT	OTHER	Total
	%FTE	%FTE	%FTE	%FTE	%FTE	%FTE	%FTE
Alaska	.0%	.0%	.0%	.0%	.0%	.0%	100.0%
Arizona	.0%	40.0%	60.0%	.0%	.0%	.0%	100.0%
Colorado	(no data)	(no data)	(no data)	(no data)	(no data)	(no data)	(no data)
Hawaii	.0%	18.3%	50.5%	.0%	.0%	31.2%	100.0%
Idaho	.0%	.0%	.0%	.0%	.0%	.0%	100.0%
Montana	.0%	.0%	.0%	.0%	.0%	.0%	100.0%
New Mexico	.0%	.0%	.0%	.0%	.0%	.0%	100.0%
Utah	.0%	.0%	100.0%	.0%	.0%	.0%	100.0%
Regional Total	.0%	19.4%	51.8%	.0%	.0%	28.8%	100.0%

TABLE 21.b

Number of FTEs in Supervisory Management Positions by Supervisory Level For Respondents of Asian Racial/Ethnic Background in State Hospitals

	AGENCY HEAD	DIRECTOR	SUPERVISOR	MED. DIRECT	M.H. DIRECT	OTHER	Total
	FTE	FTE	FTE	FTE	FTE	FTE	FTE
Alaska	.0	.0	.0	.0	.0	.0	.0
Arizona	.0	2.0	3.0	.0	.0	.0	5.0
Colorado	(no data)	(no data)	(no data)	(no data)	(no data)	(no data)	(no data)
Hawaii	.0	13.0	36.0	.0	.0	22.2	71.2
Idaho	.0	.0	.0	.0	.0	.0	.0
Montana	.0	.0	.0	.0	.0	.0	.0
New Mexico	.0	.0	.0	.0	.0	.0	.0
Utah	.0	.0	1.0	.0	.0	.0	1.0
Regional Total	.0	15.0	40.0	.0	.0	22.2	77.2

TABLE 21.c

Percent of FTEs in Supervisory Management Positions by Supervisory Level For Respondents of Black Racial/Ethnic Background in State Hospitals

	AGENCY HEAD	DIRECTOR	SUPERVISOR	MED. DIRECT	M.H. DIRECT	OTHER	Total
	%FTE	%FTE	%FTE	%FTE	%FTE	%FTE	%FTE
Alaska	.0%	.0%	.0%	.0%	.0%	100.0%	100.0%
Arizona	14.3%	.0%	85.7%	.0%	.0%	.0%	100.0%
Colorado	(no data)	(no data)	(no data)	(no data)	(no data)	(no data)	(no data)
Hawaii	.0%	.0%	.0%	.0%	.0%	.0%	100.0%
Idaho	.0%	.0%	.0%	.0%	.0%	100.0%	100.0%
Montana	.0%	50.0%	.0%	.0%	.0%	50.0%	100.0%
New Mexico	.0%	.0%	.0%	.0%	.0%	.0%	100.0%
Utah	.0%	.0%	.0%	.0%	100.0%	.0%	100.0%
Regional Total	8.3%	8.3%	50.0%	.0%	8.3%	25.0%	100.0%

TABLE 21.d

Number of FTEs in Supervisory Management Positions by Supervisory Level For Respondents of Black Racial/Ethnic Background in State Hospitals

	AGENCY HEAD	DIRECTOR	SUPERVISOR	MED. DIRECT	M.H. DIRECT	OTHER	Total
	FTE	FTE	FTE	FTE	FTE	FTE	FTE
Alaska	.0	.0	.0	.0	.0	1.0	1.0
Arizona	1.0	.0	6.0	.0	.0	.0	7.0
Colorado	(no data)	(no data)	(no data)	(no data)	(no data)	(no data)	(no data)
Hawaii	.0	.0	.0	.0	.0	.0	.0
Idaho	.0	.0	.0	.0	.0	1.0	1.0
Montana	.0	1.0	.0	.0	.0	1.0	2.0
New Mexico	.0	.0	.0	.0	.0	.0	.0
Utah	.0	.0	.0	.0	1.0	.0	1.0
Regional Total	1.0	1.0	6.0	.0	1.0	3.0	12.0

TABLE 21.e

Percent of FTEs in Supervisory Management Positions by Supervisory Level For Respondents of Hispanic Racial/Ethnic Background in State Hospitals

	AGENCY HEAD	DIRECTOR	SUPERVISOR	MED. DIRECT	M.H. DIRECT	OTHER	Total
	%FTE	%FTE	%FTE	%FTE	%FTE	%FTE	%FTE
Alaska	.0%	.0%	.0%	.0%	.0%	.0%	100.0%
Arizona	.0%	16.7%	66.7%	.0%	.0%	16.7%	100.0%
Colorado	(no data)	(no data)	(no data)	(no data)	(no data)	(no data)	(no data)
Hawaii	.0%	50.0%	.0%	.0%	.0%	50.0%	100.0%
Idaho	.0%	.0%	.0%	.0%	.0%	.0%	100.0%
Montana	.0%	.0%	.0%	.0%	.0%	.0%	100.0%
New Mexico	.0%	17.9%	82.1%	.0%	.0%	.0%	100.0%
Utah	.0%	.0%	100.0%	.0%	.0%	.0%	100.0%
Regional Total	.0%	18.4%	76.3%	.0%	.0%	5.3%	100.0%

TABLE 21.f

Number of FTEs in Supervisory Management Positions by Supervisory Level For Respondents of Hispanic Racial/Ethnic Background in State Hospitals

	AGENCY HEAD	DIRECTOR	SUPERVISOR	MED. DIRECT	M.H. DIRECT	OTHER	Total
	FTE	FTE	FTE	FTE	FTE	FTE	FTE
Alaska	.0	.0	.0	.0	.0	.0	.0
Arizona	.0	1.0	4.0	.0	.0	1.0	6.0
Colorado	(no data)	(no data)	(no data)	(no data)	(no data)	(no data)	(no data)
Hawaii	.0	1.0	.0	.0	.0	1.0	2.0
Idaho	.0	.0	.0	.0	.0	.0	.0
Montana	.0	.0	.0	.0	.0	.0	.0
New Mexico	.0	5.0	23.0	.0	.0	.0	28.0
Utah	.0	.0	2.0	.0	.0	.0	2.0

Regional Total	.0	7.0	29.0	.0	.0	2.0	38.0

TABLE 21.g

Percent of FTEs in Supervisory Management Positions
by Supervisory Level
For Respondents of Alaskan Native/Native American Racial/Ethnic Background
in State Hospitals

	AGENCY HEAD	DIRECTOR	SUPERVISOR	MED. DIRECT	M.H. DIRECT	OTHER	Total
	%FTE	%FTE	%FTE	%FTE	%FTE	%FTE	%FTE
Alaska	.0%	.0%	.0%	.0%	.0%	.0%	100.0%
Arizona	.0%	.0%	100.0%	.0%	.0%	.0%	100.0%
Colorado	(no data)	(no data)	(no data)	(no data)	(no data)	(no data)	(no data)
Hawaii	.0%	.0%	.0%	.0%	.0%	.0%	100.0%
Idaho	.0%	25.0%	25.0%	.0%	.0%	50.0%	100.0%
Montana	.0%	.0%	.0%	.0%	.0%	.0%	100.0%
New Mexico	.0%	.0%	.0%	.0%	.0%	.0%	100.0%
Utah	.0%	.0%	.0%	.0%	.0%	.0%	100.0%
Regional Total	.0%	16.7%	50.0%	.0%	.0%	33.3%	100.0%

TABLE 21.h

Number of FTEs in Supervisory Management Positions by Supervisory Level For Respondents of Alaskan Native/Native American Racial/Ethnic Background in State Hospitals

	AGENCY HEAD	DIRECTOR	SUPERVISOR	MED. DIRECT	M.H. DIRECT	OTHER	Total
	FTE	FTE	FTE	FTE	FTE	FTE	FTE
Alaska	.0	.0	.0	.0	.0	.0	.0
Arizona	.0	.0	2.0	.0	.0	.0	2.0
Colorado	(no data)	(no data)	(no data)	(no data)	(no data)	(no data)	(no data)
Hawaii	.0	.0	.0	.0	.0	.0	.0
Idaho	.0	1.0	1.0	.0	.0	2.0	4.0
Montana	.0	.0	.0	.0	.0	.0	.0
New Mexico	.0	.0	.0	.0	.0	.0	.0
Utah	.0	.0	.0	.0	.0	.0	.0
Regional Total	.0	1.0	3.0	.0	.0	2.0	6.0

TABLE 21.i

Percent of FTEs in Supervisory Management Positions
by Supervisory Level
For Respondents of White/Nonhispanic Racial/Ethnic Background
in State Hospitals

	AGENCY HEAD	DIRECTOR	SUPERVISOR	MED. DIRECT	M.H. DIRECT	OTHER	Total
	%FTE	%FTE	%FTE	%FTE	%FTE	%FTE	%FTE
Alaska	3.4%	10.3%	55.2%	.0%	3.4%	27.6%	100.0%
Arizona	.9%	13.7%	81.8%	.9%	.0%	2.7%	100.0%
Colorado	(no data)	(no data)	(no data)	(no data)	(no data)	(no data)	(no data)
Hawaii	.0%	36.7%	36.7%	.0%	1.5%	25.0%	100.0%
Idaho	.0%	15.7%	56.0%	.0%	1.4%	26.9%	100.0%
Montana	2.2%	30.1%	47.9%	.0%	2.2%	17.6%	100.0%
New Mexico	12.5%	62.5%	25.0%	.0%	.0%	.0%	100.0%
Utah	.9%	13.0%	79.5%	1.9%	.1%	4.6%	100.0%

Regional Total	1.3%	18.5%	66.8%	.8%	.9%	11.7%	100.0%

TABLE 21.j

Number of FTEs in Supervisory Management Positions by Supervisory Level For Respondents of White/Nonhispanic Racial/Ethnic Background in State Hospitals

	AGENCY HEAD	DIRECTOR	SUPERVISOR	MED. DIRECT	M.H. DIRECT	OTHER	Total
	FTE	FTE	FTE	FTE	FTE	FTE	FTE
Alaska	1.0	3.0	16.0	.0	1.0	8.0	29.0
Arizona	1.0	15.0	89.7	1.0	.0	3.0	109.7
Colorado	(no data)	(no data)	(no data)	(no data)	(no data)	(no data)	(no data)
Hawaii	.0	12.0	12.0	.0	.5	8.2	32.7
Idaho	.0	7.0	25.0	.0	.6	12.0	44.6
Montana	1.0	13.8	22.0	.0	1.0	8.1	45.9
New Mexico	1.0	5.0	2.0	.0	.0	.0	8.0
Utah	1.0	14.0	85.7	2.0	.1	5.0	107.8
Regional Total	5.0	69.8	252.4	3.0	3.2	44.3	377.7

TABLE 30.a

Observed and Expected Percent of Clients by Racial/Ethnic Background of Clients and Therapists For CMHCs in Alaska

		RACE OF THERAPISTS				
RACE OF CLIENTS	ROW TOTALS	WHITE	BLACK	NATIVE AMERICAN	ASIAN	HISPANIC
White Clients						
Observed Percent	76.1%	74.3%	.0%	.2%	1.6%	.0%
Expected Percent	-	74.0%	.0%	.2%	1.4%	.0%
Black Clients						
Observed Percent	1.6%	1.6%	.0%	.0%	.0%	.0%
Expected Percent	-	1.6%	.0%	.0%	2.8%	.0%
Nat. Amer. Clients						
Observed Percent	20.9%	20.6%	.0%	.1%	.2%	.0%
Expected Percent	-	28.2	.0	.1%	.5%	.0%
Asian Clients						
Observed Percent	0.5%	.5%	.0%	.0%	.0%	.0%
Expected Percent	-	.5%	.0%	.0%	.0%	.0%
Hispanic Clients						
Observed Percent	0.3%	.3%	.0%	.0%	.0%	.0%
Expected Percent	-	.3%	.0%	.0%	.0%	.0%
Column Totals	99.4%	97.3%	.0%	.3%	1.8%	.0%

TABLE 30.b

Observed and Expected Percent of Clients by Racial/Ethnic Background of Clients and Therapists For CMHCs in Arizona

		RACE OF THERAPISTS				
RACE OF CLIENTS	ROW TOTALS	WHITE	BLACK	NATIVE AMERICAN	ASIAN	HISPANIC
White Clients						
Observed Percent	74.4%	63.0%	4.0%	1.3%	2.2%	3.9%
Expected Percent	-	58.9%(+)	4.5%	2.8%	1.9%	5.6%
Black Clients						
Observed Percent	4.4%	3.3%	.7%	.1%	.1%	.2%
Expected Percent	-	3.5%	.0%	.2%	.1%	.3%
Nat. Amer. Clients						
Observed Percent	5.6%	2.8%	.3%	2.1%	.1%	.3%
Expected Percent	-	4.4%	.0%	2.1%	.1%	.4%
Asian Clients						
Observed Percent	.2%	.2%	.0%	.0%	.0%	.0%
Expected Percent	-	.2%	.0	.0%	.0%	.0%
Hispanic Clients						
Observed Percent	14.4%	9.8%	1.0%	.3%	.2%	3.1%
Expected Percent	-	11.4%	0.1%	.5%	.4%	1.1%(+)
Column Totals	99.0%	79.1%	6.0%	3.8%	2.6%	7.5%

TABLE 30.c

Observed and Expected Percent of Clients by Racial/Ethnic Background of Clients and Therapists For CMHCs in Colorado

		RACE OF THERAPISTS				
RACE OF CLIENTS	ROW TOTALS	WHITE	BLACK	NATIVE AMERICAN	ASIAN	HISPANIC
White Clients						
Observed Percent	78.2%	71.1%	2.4%	.1%	.1%	4.5%
Expected Percent	-	67.6%	2.9%	.8%	.8%	7.0%
Black Clients						
Observed Percent	5.7%	4.4%	1.0%	.0%	.0%	.3%
Expected Percent	-	4.9%	.2%	.1%	.1%	.5%
Nat. Amer. Clients						
Observed Percent	1.1%	1.0%	.0%	.0%	.0%	.1%
Expected Percent	-	1.0%	.0%	.0%	.0%	.1%
Asian Clients						
Observed Percent	0.3%	.3%	.0%	.0%	.0%	.0%
Expected Percent	-	.3%	.0%	.0%	.0%	.0%
Hispanic Clients						
Observed Percent	13.9%	9.6%	.3%	.0%	.0%	4.0%
Expected Percent	-	12.0%	.5%	.1%	.1%	1.2%
Column Totals	99.2%	86.4%	3.7%	.1%	.1%	8.9%

TABLE 30.d

Observed and Expected Percent of Clients
by Racial/Ethnic Background of Clients and Therapists
For CMHCs in Hawaii

		RACE OF THERAPISTS				
RACE OF CLIENTS	ROW TOTALS	WHITE	BLACK	NATIVE AMERICAN	ASIAN	HISPANIC
White Clients						
Observed Percent	27.7	14.5%	.3%	.0%	12.6%	.3%
Expected Percent	-	11.6%	.3%	.0%	15.0%	.5%
Black Clients						
Observed Percent	0.5%	.3%	.0%	.0%	.2%	.0%
Expected Percent	-	.2%	.0%	.0%	.3%	.0%
Nat. Amer. Clients						
Observed Percent	0.0%	.0%	.0%	.0%	.0%	.0%
Expected Percent	-	.0%	.0%	.0%	.0%	.0%
Asian Clients						
Observed Percent	69.5%	26.6%	.8%	.0%	40.6%	1.5%
Expected Percent	-	29.2	.8%	.0%	37.8%	1.3%
Hispanic Clients						
Observed Percent	1.5%	.6%	.0%	.0%	.9%	.0%
Expected Percent	-	.6%	.0%	.0%	.8%	.0%
Column Totals	99.2%	42.0%	1.1%	.0%	54.3%	1.8%

TABLE 30.e

Observed and Expected Percent of Clients by Racial/Ethnic Background of Clients and Therapists For CMHCs in Idaho

		RACE OF THERAPISTS				
RACE OF CLIENTS	ROW TOTALS	WHITE	BLACK	NATIVE AMERICAN	ASIAN	HISPANIC
White Clients						
Observed Percent	96.6%	95.9%	.0%	.0%	.7%	.0%
Expected Percent	–	95.6%	.0%	.0%	.7%	.0%
Black Clients						
Observed Percent	0.4%	.4%	.0%	.0%	.0%	.0%
Expected Percent	–	.4%	.0%	.0%	.0%	.0%
Nat. Amer. Clients						
Observed Percent	0.9%	.9%	.0%	.0%	.0%	.0%
Expected Percent	–	.9%	.0%	.0%	.0%	.0%
Asian Clients						
Observed Percent	0.2%	.2%	.0%	.0%	.0%	.0%
Expected Percent	–	.2%	.0%	.0%	.0%	.0%
Hispanic Clients						
Observed Percent	1.6%	1.6%	.0%	.0%	.0%	.0%
Expected Percent	–	1.6%	.0%	.0%	.0%	
Column Totals	99.7%	99.0%	.0%	.0%	.7%	.0%

TABLE 30.f

Observed and Expected Percent of Clients
by Racial/Ethnic Background of Clients and Therapists
For CMHCs in Montana

		RACE OF THERAPISTS				
RACE OF CLIENTS	ROW TOTALS	WHITE	BLACK	NATIVE AMERICAN	ASIAN	HISPANIC
White Clients						
Observed Percent	95.6%	90.7%	.4%	4.3%	.0%	.2%
Expected Percent	-	90.2%	.4%	4.3%	.0%	.2%
Black Clients						
Observed Percent	0.1%	.1%	.0%	.0%	.0%	.0%
Expected Percent	-	.1%	.0%	.0%	.0	.0%
Nat. Amer. Clients						
Observed Percent	3.4%	3.2%	.0%	.2%	.0%	.0%
Expected Percent	-	3.2%	.0%	.2%	.0%	.0%
Asian Clients						
Observed Percent	0.1%	.1%	.0%	.0%	.0%	.0%
Expected Percent	-	.1%	.0%	.0%	.0%	.0%
Hispanic Clients						
Observed Percent	0.3%	.3%	.0%	.0%	.0%	.0%
Expected Percent	-	.3%	.0%	.0%	.0%	.0%
Column Totals	99.5%	94.4%	0.4%	4.5%	.0%	0.2%

TABLE 30.g

Observed and Expected Percent of Clients by Racial/Ethnic Background of Clients and Therapists For CMHCs in New Mexico

		RACE OF THERAPISTS				
RACE OF CLIENTS	ROW TOTALS	WHITE	BLACK	NATIVE AMERICAN	ASIAN	HISPANIC
White Clients						
Observed Percent	54.6%	39.0%	1.3%	.4%	.0%	13.9%
Expected Percent	-	35.3%	1.2%	.3%	.0%	17.3%
Black Clients						
Observed Percent	2.3%	1.7%	.1%	.0%	.0%	.5%
Expected Percent	-	1.5%	.1%	.0%	.0%	.7%
Nat. Amer. Clients						
Observed Percent	4.2%	2.2%	.1%	.0%	.0%	1.9%
Expected Percent	-	2.7%	.1%	.0%	.0%	1.3%
Asian Clients						
Observed Percent	0.6%	.6%	.0%	.0%	.0%	.0%
Expected Percent	-	.4%	.0%	.0%	.0%	.2%
Hispanic Clients						
Observed Percent	37.3%	21.2%	.7%	.1%	.0%	15.3%
Expected Percent	-	24.1%	.8%	.2%	.0%	11.8%
Column Totals	99.0%	64.7%	2.2%	0.5%	.0%	31.6%

TABLE 30.h

Observed and Expected Percent of Clients by Racial/Ethnic Background of Clients and Therapists For CMHCs in Utah

RACE OF CLIENTS	ROW TOTALS	RACE OF THERAPISTS				
		WHITE	BLACK	NATIVE AMERICAN	ASIAN	HISPANIC
White Clients						
Observed Percent	89.2%	78.4%	2.1%	.2%	1.1%	7.4%
Expected Percent	-	76.0%	2.0%	1.1%	1.0%	8.5%
Black Clients						
Observed Percent	1.2%	1.1%	.0%	.0%	.0%	.1%
Expected Percent	-	1.0%	.0%	.0%	.0%	.1%
Nat. Amer. Clients						
Observed Percent	1.4%	.4%	.0%	1.0%	.0%	.0%
Expected Percent	-	1.2%	.0%	.0%	.0%	.1%
Asian Clients						
Observed Percent	0.3%	.3%	.0%	.0%	.0%	.0%
Expected Percent	-	.3%	.0%	.0%	.0%	.0%
Hispanic Clients						
Observed Percent	7.1%	5.0%	.1%	.0%	.0%	2.0%
Expected Percent	-	6.0%	.2%	.1%	.1%	0.7%
Column Totals	99.2%	85.2%	2.2%	1.2%	1.1%	9.5%

TABLE 31.a

Observed and Expected Percent of Clients by Racial/Ethnic Background of Clients and Therapists For State Hospitals in Alaska

RACE OF CLIENTS	ROW TOTALS	RACE OF THERAPISTS				
		WHITE	BLACK	NATIVE AMERICAN	ASIAN	HISPANIC
White Clients						
Observed Percent	50.5%	46.6%	2.4%	.0%	1.5%	.0%
Expected Percent	–	46.7%	2.2%	.0%	1.3%	.0%
Black Clients						
Observed Percent	2.7%	2.5%	.0%	.0%	.2%	.0%
Expected Percent	–	2.5%	0.1%	.0%	.1%	.0%
Nat. Amer. Clients						
Observed Percent	44.8%	42.3%	1.9%	.0%	.6%	.0%
Expected Percent	–	41.4%	2.0%	.0%	1.2%	.0%
Asian Clients						
Observed Percent	1.1%	.7%	.1%	.0%	.3%	.0%
Expected Percent	–	1.0%	.0%	.0%	.0%	.0%
Hispanic Clients						
Observed Percent	.4%	.4%	.0%	.0%	.0%	.0%
Expected Percent	–	1.0%	.0%	.0%	.0%	.0%
Column Totals	99.5%	92.5%	4.4%	.0%	2.6%	.0%

Table 31.b

Observed and Expected Percent of Clients by Racial/Ethnic Background of Clients and Therapists For State Hospitals in Arizona

		RACE OF THERAPISTS				
RACE OF CLIENTS	ROW TOTALS	WHITE	BLACK	NATIVE AMERICAN	ASIAN	HISPANIC
White Clients						
Observed Percent	73.4%	59.1%	8.0%	.4%	2.2%	3.7%
Expected Percent	-	59.7%	6.9%	.4%	1.9%	1.8%
Black Clients						
Observed Percent	6.8%	6.1%	.3%	.1%	.0%	.3%
Expected Percent	-	5.5%	.6%	.0%	.2%	.3%
Nat. Amer. Clients						
Observed Percent	3.8%	3.4%	.2%	.0%	.0%	.2%
Expected Percent	-	3.1%	.4%	.0%	.1%	.2%
Asian Clients						
Observed Percent	.3%	.3%	.0%	.0%	.0%	.0%
Expected Percent	-	.2%	.0%	.0%	.0%	.0%
Hispanic Clients						
Observed Percent	14.6%	12.5%	.9%	.0%	.4%	.8%
Expected Percent	-	11.8%	1.4%	.0%	.4%	.7%
Column Totals	98.9	81.4%	9.4%	.5%	2.6%	5.0%

Table 31.c

Observed and Expected Percent of Clients by Racial/Ethnic Background of Clients and Therapists For State Hospitals in Colorado

		RACE OF THERAPISTS				
RACE OF CLIENTS	ROW TOTALS	WHITE	BLACK	NATIVE AMERICAN	ASIAN	HISPANIC
White Clients						
Observed Percent	69.5%	53.7%	.7%	.9%	.0%	14.2%
Expected Percent	-	52.8%	.5%	.7%	.0%	14.9%
Black Clients						
Observed Percent	4.6%	3.9%	.0%	.0%	.0%	.7%
Expected Percent	-	3.5%	.0%	.0%	.0%	1.0%
Nat. Amer. Clients						
Observed Percent	1.3%	1.3%	.0%	.0%	.0%	.0%
Expected Percent	-	3.5%	.0%	.0%	.0%	1.0%
Asian Clients						
Observed Percent	0.1%	.1%	.0%	.0%	.0%	.0%
Expected Percent	-	.1%	.0%	.0%	.0%	.0%
Hispanic Clients						
Observed Percent	23.7%	17.0%	.0%	.1%	.0%	6.6%
Expected Percent	-	18.0%	.2%	.2%	.0%	5.1%
Column Totals	99.2%	76.0%	0.7%	1.0%	.0%	21.5%

TABLE 31.d

Observed and Expected Percent of Clients by Racial/Ethnic Background of Clients and Therapists For State Hospitals in Hawaii

		RACE OF THERAPISTS				
RACE OF CLIENTS	ROW TOTALS	WHITE	BLACK	NATIVE AMERICAN	ASIAN	HISPANIC
White Clients						
Observed Percent	31.8%	12.9%	.0%	.0%	18.9%	.0%
Expected Percent	–	12.6%	.0%	.0%	19.0%	.0%
Black Clients						
Observed Percent	1.6%	.7%	.0%	.0%	.9%	.0%
Expected Percent	–	.6%	.0%	.0%	1.0%	.0%
Nat. Amer. Clients						
Observed Percent	0.8%	.1%	.0%	.0%	.7%	.0%
Expected Percent	–	.3%	.0%	.0%	.5%	.0%
Asian Clients						
Observed Percent	63.9%	25.5%	.0%	.0%	38.3%	.1%
Expected Percent	–	25.3%	.0%	.0%	38.3%	.1%
Hispanic Clients						
Observed Percent	1.5%	.4%	.0%	.0%	1.1%	.0%
Expected Percent	–	.6%	.0%	.0%	.9%	.0%
Column Totals	99.6%	39.6%	.0%	.0%	59.9%	0.1%

TABLE 31.e

Observed and Expected Percent of Clients by Racial/Ethnic Background of Clients and Therapists For State Hospitals in Idaho

		RACE OF THERAPISTS				
RACE OF CLIENTS	ROW TOTALS	WHITE	BLACK	NATIVE AMERICAN	ASIAN	HISPANIC
White Clients						
Observed Percent	93.0%	83.2%	.9%	7.3%	.0%	1.6%
Expected Percent	-	82.5%	.8%	7.3%	.0%	1.8%
Black Clients						
Observed Percent	0.3%	.3%	.0%	.0%	.0%	.0%
Expected Percent	-	.2%	.0%	.0%	.0%	.0%
Nat. Amer. Clients						
Observed Percent	2.2%	2.0%	.0%	.1%	.0%	.1%
Expected Percent	-	2.0%	.0%	.2%	.0%	.0%
Asian Clients						
Observed Percent	0.2%	.2%	.0%	.0%	.0%	.0%
Expected Percent	-	.2%	.0%	.0%	.0%	.0%
Hispanic Clients						
Observed Percent	3.6%	3.0%	.0%	.4%	.0%	.2%
Expected Percent	-	3.2%	.0%	.3%	.0%	.1%
Column Totals	99.3%	88.7%	0.9%	7.8%	.0%	1.9%

TABLE 31.f

Observed and Expected Percent of Clients by Racial/Ethnic Background of Clients and Therapists For State Hospitals in Montana

		RACE OF THERAPISTS				
RACE OF CLIENTS	ROW TOTALS	WHITE	BLACK	NATIVE AMERICAN	ASIAN	HISPANIC
White Clients						
Observed Percent	95.8%	87.9%	.4%	5.4%	.0%	2.1%
Expected Percent	-	87.8%	.4%	5.2%	.0%	2.0%
Black Clients						
Observed Percent	0.1%	.1%	.0%	.0%	.0%	.0%
Expected Percent	-	.1%	.0%	.0%	.0%	.0%
Nat. Amer. Clients						
Observed Percent	3.2%	3.2%	.0%	.0%	.0%	.0%
Expected Percent	-	.3%	.0%	.0%	.0%	.0%
Asian Clients						
Observed Percent	.0%	.0%	.0%	.0%	.0%	.0%
Expected Percent	-	.0%	.0%	.0%	.0%	.0%
Hispanic Clients						
Observed Percent	0.3%	.3%	.0%	.0%	.0%	.0%
Expected Percent	-	.3%	.0%	.0%	.0%	.0%
Column Totals	99.4%	91.5%	0.4%	5.4%	.0%	2.1%

TABLE 31.g

Observed and Expected Percent of Clients
by Racial/Ethnic Background of Clients and Therapists
For State Hospitals in New Mexico

		RACE OF THERAPISTS				
RACE OF CLIENTS	ROW TOTALS	WHITE	BLACK	NATIVE AMERICAN	ASIAN	HISPANIC
White Clients						
Observed Percent	39.2%	2.0%	.0%	.0%	.0%	37.2%
Expected Percent	–	2.3%	.0%	.0%	.0%	36.7%
Black Clients						
Observed Percent	2.5%	.1%	.0%	.0%	.0%	2.4%
Expected Percent	–	.1%	.0%	.0%	.0%	2.3%
Nat. Amer. Clients						
Observed Percent	3.0%	.2%	.0%	.0%	.0%	2.8%
Expected Percent	–	.0%	.0%	.0%	.0%	2.8%
Asian Clients						
Observed Percent	2.2%	.0%	.0%	.0%	.0%	2.2%
Expected Percent	–	.0%	.0%	.0%	.0%	2.1%
Hispanic Clients						
Observed Percent	52.6%	3.6%	.0%	.0%	.0%	49.0%
Expected Percent	–	3.1%	.0%	.0%	.0%	49.2%
Column Totals	99.5%	5.9%	.0%	.0%	.0%	93.6%

TABLE 31.h

Observed and Expected Percent of Clients
by Racial/Ethnic Background of Clients and Therapists
For State Hospitals in Utah

		RACE OF THERAPISTS				
RACE OF CLIENTS	ROW TOTALS	WHITE	BLACK	NATIVE AMERICAN	ASIAN	HISPANIC
White Clients						
Observed Percent	91.2%	88.9%	.0%	.8%	.0%	1.5%
Expected Percent	-	88.8%	.0%	.7%	.0%	1.4%
Black Clients						
Observed Percent	2.3%	2.3%	.0%	.0%	.0%	.0%
Expected Percent	-	2.2%	.0%	.0%	.0%	.0%
Nat. Amer. Clients						
Observed Percent	0.3%	.3%	.0%	.0%	.0%	.0%
Expected Percent	-	.3%	.0%	.0%	.0%	.0%
Asian Clients						
Observed Percent	0.2%	.2%	.0%	.0%	.0%	.0%
Expected Percent	-	.2%	.0%	.0%	.0%	.0%
Hispanic Clients						
Observed Percent	5.7%	5.7%	.0%	.0%	.0%	.0%
Expected Percent	-	5.6%	.0%	.1%	.0%	.0%
Column Totals	99.7%	97.4%	.0%	0.8%	.0%	1.5%

TABLE 32.a

Percent of Clients Seen by Therapists of Each Ethnic/Racial Background
by Race/Ethnicity of Client

Alaska

CMHCs

RACE/ETHNICITY OF THERAPIST	RACE/ETHNICITY OF CLIENTS TOTAL	WHITE	BLACK	NATIVE AMERICAN	ASIAN	HISPANIC
Percent of Clients Seen by White Therapists Approx Number of Clients Seen=978.6	100.0%	76.2%	1.6%	21.1%	.5%	.3%
Percent of Clients Seen by Nat Amer Therapists Approx Number of Clients Seen= 5.0	100.0%	60.0%	.0%	40.0%	.0%	.0%
Percent of Clients Seen by Asian Therapists Approx Number of Clients Seen= 20.0	100.0%	85.0%	.0%	15.0%	.0%	.0%

STATE HOSPITALS

RACE/ETHNICITY OF THERAPIST	RACE/ETHNICITY OF CLIENTS TOTAL	WHITE	BLACK	NATIVE AMERICAN	ASIAN	HISPANIC
Percent of Clients Seen by White Therapists Approx Number of Clients Seen=899.5	100.0%	50.3%	2.7%	45.6%	.7%	.5%
Percent of Clients Seen by Black Therapists Approx Number of Clients Seen= 44.0	100.0%	53.7%	.3%	42.0%	3.8%	.0%
Percent of Clients Seen by Asian Therapists Approx Number of Clients Seen= 26.2	100.0%	57.4%	7.9%	22.7%	11.8%	.0%

TABLE 32.b

Percent of Clients Seen by Therapists of Each Ethnic/Racial Background by Race/Ethnicity of Client

Arizona

CMHCs

RACE/ETHNICITY OF THERAPIST	TOTAL	WHITE	BLACK	NATIVE AMERICAN	ASIAN	HISPANIC
	RACE/ETHNICITY OF CLIENTS					
Percent of Clients Seen by White Therapists Approx Number of Clients Seen=10263.4	100.0%	79.3%	4.1%	3.5%	.3%	12.4%
Percent of Clients Seen by Black Therapists Approx Number of Clients Seen= 792.3	100.0%	66.1%	11.6%	5.2%	.1%	16.8%
Percent of Clients Seen by Nat Amer Therapists Approx Number of Clients Seen= 503.4	100.0%	34.5%	2.7%	54.5%	.0%	8.0%
Percent of Clients Seen by Asian Therapists Approx Number of Clients Seen=	100.0% 372.0	78.7%	4.2%	5.9%	.5%	10.4%
Percent of Clients Seen by Hispanic Therapists Approx Number of Clients Seen=	100.0% 996.7	51.0%	3.2%	4.0%	.3%	41.2%

STATE HOSPITALS

RACE/ETHNICITY OF THERAPIST	TOTAL	WHITE	BLACK	NATIVE AMERICAN	ASIAN	HISPANIC
	RACE/ETHNICITY OF CLIENTS					
Percent of Clients Seen by White Therapists Approx Number of Clients Seen=5790.4	100.0%	72.4%	7.5%	4.2%	.4%	15.3%
Percent of Clients Seen by Black Therapists Approx Number of Clients Seen= 688.9	100.0%	83.2%	3.9%	2.9%	.2%	9.5%
Percent of Clients Seen by Nat Amer Therapists Approx Number of Clients Seen= 44.0	100.0%	66.0%	22.6%	3.5%	.0%	7.6%
Percent of Clients Seen by Asian Therapists Approx Number of Clients Seen= 199.0	100.0%	78.3%	2.2%	1.7%	.0%	17.6%
Percent of Clients Seen by Hispanic Therapists Approx Number of Clients Seen= 366.0	100.0%	71.7%	7.5%	4.0%	.5%	15.9%

TABLE 32.c

Percent of Clients Seen by Therapists of Each Ethnic/Racial Background by Race/Ethnicity of Client

Colorado

CMHCs

	RACE/ETHNICITY OF CLIENTS					
RACE/ETHNICITY OF THERAPIST	TOTAL	WHITE	BLACK	NATIVE AMERICAN	ASIAN	HISPANIC
Percent of Clients Seen by White Therapists Approx Number of Clients Seen=6653.9	100.0%	82.0%	5.1%	1.2%	.4%	11.1%
Percent of Clients Seen by Black Therapists Approx Number of Clients Seen= 292.0	100.0%	63.2%	26.7%	.0%	1.4%	8.5%
Percent of Clients Seen by Nat Amer Therapists Approx Number of Clients Seen= 14.0	100.0%	100.0%	.0%	.0%	.0%	.0%
Percent of Clients Seen by Asian Therapists Approx Number of Clients Seen= 17.0	100.0%	88.2%	5.8%	.0%	.0%	5.8%
Percent of Clients Seen by Hispanic Therapists Approx Number of Clients Seen= 700.9	100.0%	50.2%	4.1%	1.5%	.0%	44.0%

STATE HOSPITALS

	RACE/ETHNICITY OF CLIENTS					
RACE/ETHNICITY OF THERAPIST	TOTAL	WHITE	BLACK	NATIVE AMERICAN	ASIAN	HISPANIC
Percent of Clients Seen by White Therapists Approx Number of Clients Seen=1426.8	100.0%	70.4%	5.1%	1.8%	.2%	22.3%
Percent of Clients Seen by Black Therapists Approx Number of Clients Seen= 15.0	100.0%	90.6%	1.3%	.0%	.0%	8.0%
Percent of Clients Seen by Nat Amer Therapists Approx Number of Clients Seen= 20.0	100.0%	90.0%	.0%	.0%	.0%	10.0%
Percent of Clients Seen by Hispanic Therapists Approx Number of Clients Seen= 407.0	100.0%	65.5%	3.5%	.2%	.0%	30.5%

TABLE 32.d

Percent of Clients Seen by Therapists of Each Ethnic/Racial Background by Race/Ethnicity of Client

Hawaii

CMHCs

	RACE/ETHNICITY OF CLIENTS					
RACE/ETHNICITY OF THERAPIST	TOTAL	WHITE	BLACK	NATIVE AMERICAN	ASIAN	HISPANIC
Percent of Clients Seen by White Therapists Approx Number of Clients Seen=1561.3	100.0%	34.4%	.8%	.1%	63.0%	1.4%
Percent of Clients Seen by Black Therapists Approx Number of Clients Seen= 46.0	100.0%	25.9%	.0%	.0%	67.3%	6.7%
Percent of Clients Seen by Asian Therapists Approx Number of Clients Seen=2018.9	100.0%	23.0%	.5%	.0%	74.5%	1.8%
Percent of Clients Seen by Hispanic Therapists Approx Number of Clients Seen= 73.0	100.0%	19.5%	.0%	.0%	80.4%	.0%

STATE HOSPITALS

	RACE/ETHNICITY OF CLIENTS					
RACE/ETHNICITY OF THERAPIST	TOTAL	WHITE	BLACK	NATIVE AMERICAN	ASIAN	HISPANIC
Percent of Clients Seen by White Therapists Approx Number of Clients Seen= 892.0	100.0%	32.4%	1.8%	.2%	64.2%	1.1%
Percent of Clients Seen by Asian Therapists Approx Number of Clients Seen=1347.8	100.0%	31.5%	1.5%	1.1%	63.8%	1.8%
Percent of Clients Seen by Hispanic Therapists Approx Number of Clients Seen= 4.0	100.0%	.0%	.0%	.0%	100.0%	.0%

TABLE 32.e

Percent of Clients Seen by Therapists of Each Ethnic/Racial Background by Race/Ethnicity of Client

Idaho

CMHCs

	RACE/ETHNICITY OF CLIENTS					
RACE/ETHNICITY OF THERAPIST	TOTAL	WHITE	BLACK	NATIVE AMERICAN	ASIAN	HISPANIC
Percent of Clients Seen by White Therapists Approx Number of Clients Seen=1797.6	100.0%	96.7%	.4%	.9%	.2%	1.6%
Percent of Clients Seen by Asian Therapists Approx Number of Clients Seen= 14.0	100.0%	100.0%	.0%	.0%	.0%	.0%

STATE HOSPITALS

	RACE/ETHNICITY OF CLIENTS					
RACE/ETHNICITY OF THERAPIST	TOTAL	WHITE	BLACK	NATIVE AMERICAN	ASIAN	HISPANIC
Percent of Clients Seen by White Therapists Approx Number of Clients Seen=1712.3	100.0%	93.6%	.4%	2.3%	.2%	3.4%
Percent of Clients Seen by Black Therapists Approx Number of Clients Seen= 20.0	100.0%	96.0%	.0%	2.0%	.0%	2.0%
Percent of Clients Seen by Nat Amer Therapists Approx Number of Clients Seen= 152.6	100.0%	92.2%	.9%	1.6%	.0%	5.1%
Percent of Clients Seen by Hispanic Therapists Approx Number of Clients Seen= 39.6	100.0%	80.8%	2.0%	5.0%	2.0%	10.1%

TABLE 32.f

Percent of Clients Seen by Therapists of Each Ethnic/Racial Background by Race/Ethnicity of Client

Montana

CMHCs

RACE/ETHNICITY OF THERAPIST	RACE/ETHNICITY OF CLIENTS TOTAL	WHITE	BLACK	NATIVE AMERICAN	ASIAN	HISPANIC
Percent of Clients Seen by White Therapists Approx Number of Clients Seen=2913.4	100.0%	95.8%	.1%	3.4%	.1%	.4%
Percent of Clients Seen by Black Therapists Approx Number of Clients Seen= 15.0	100.0%	98.0%	.0%	2.0%	.0%	.0%
Percent of Clients Seen by Nat Amer Therapists Approx Number of Clients Seen= 141.0	100.0%	94.4%	.0%	5.1%	.0%	.4%
Percent of Clients Seen by Hispanic Therapists Approx Number of Clients Seen= 8.0	100.0%	80.0%	.0%	10.0%	.0%	10.0%

STATE HOSPITALS

RACE/ETHNICITY OF THERAPIST	RACE/ETHNICITY OF CLIENTS TOTAL	WHITE	BLACK	NATIVE AMERICAN	ASIAN	HISPANIC
Percent of Clients Seen by White Therapists Approx Number of Clients Seen=2433.7	100.0%	95.8%	.1%	3.5%	.0%	.4%
Percent of Clients Seen by Black Therapists Approx Number of Clients Seen= 13.0	100.0%	100.0%	.0%	.0%	.0%	.0%
Percent of Clients Seen by Nat Amer Therapists Approx Number of Clients Seen= 145.0	100.0%	100.0%	.0%	.0%	.0%	.0%
Percent of Clients Seen by Hispanic Therapists Approx Number of Clients Seen= 60.0	100.0%	94.0%	1.0%	4.0%	.0%	1.0%

TABLE 32.g

Percent of Clients Seen by Therapists of Each Ethnic/Racial Background by Race/Ethnicity of Client

New Mexico

CMHCs

RACE/ETHNICITY OF THERAPIST	RACE/ETHNICITY OF CLIENTS TOTAL	WHITE	BLACK	NATIVE AMERICAN	ASIAN	HISPANIC
Percent of Clients Seen by White Therapists Approx Number of Clients Seen=1940.6	100.0%	60.0%	2.6%	3.5%	1.0%	32.7%
Percent of Clients Seen by Black Therapists Approx Number of Clients Seen= 70.9	100.0%	57.6%	5.6%	5.5%	.0%	31.0%
Percent of Clients Seen by Nat Amer Therapists Approx Number of Clients Seen= 21.0	100.0%	66.5%	.0%	9.5%	4.7%	19.1%
Percent of Clients Seen by Hispanic Therapists Approx Number of Clients Seen= 953.6	100.0%	43.7%	1.7%	6.1%	.2%	48.0%

STATE HOSPITALS

RACE/ETHNICITY OF THERAPIST	RACE/ETHNICITY OF CLIENTS TOTAL	WHITE	BLACK	NATIVE AMERICAN	ASIAN	HISPANIC
Percent of Clients Seen by White Therapists Approx Number of Clients Seen= 116.6	100.0%	33.4%	2.5%	4.2%	.8%	58.9%
Percent of Clients Seen by Hispanic Therapists Approx Number of Clients Seen=1776.2	100.0%	39.7%	2.6%	3.0%	2.3%	52.2%

TABLE 32.h

Percent of Clients Seen by Therapists of Each Ethnic/Racial Background by Race/Ethnicity of Client

Utah

CMHCs

RACE/ETHNICITY OF THERAPIST	RACE/ETHNICITY OF CLIENTS					
	TOTAL	WHITE	BLACK	NATIVE AMERICAN	ASIAN	HISPANIC
Percent of Clients Seen by White Therapists Approx Number of Clients Seen=6627.2	100.0%	91.8%	1.3%	.5%	.3%	5.8%
Percent of Clients Seen by Black Therapists Approx Number of Clients Seen= 188.0	100.0%	89.7%	3.4%	.0%	.0%	6.7%
Percent of Clients Seen by Nat Amer Therapists Approx Number of Clients Seen= 98.0	100.0%	20.3%	.0%	79.6%	.0%	.0%
Percent of Clients Seen by Asian Therapists Approx Number of Clients Seen= 98.0	100.0%	94.8%	.2%	.0%	1.1%	3.6%
Percent of Clients Seen by Hispanic Therapists Approx Number of Clients Seen= 746.0	100.0%	77.3%	1.1%	.1%	.2%	21.1%

STATE HOSPITALS

RACE/ETHNICITY OF THERAPIST	RACE/ETHNICITY OF CLIENTS					
	TOTAL	WHITE	BLACK	NATIVE AMERICAN	ASIAN	HISPANIC
Percent of Clients Seen by White Therapists Approx Number of Clients Seen=2954.1	100.0%	91.0%	2.3%	.4%	.2%	5.8%
Percent of Clients Seen by Nat Amer Therapists Approx Number of Clients Seen= 25.0	100.0%	98.0%	1.0%	.0%	.0%	1.0%
Percent of Clients Seen by Hispanic Therapists Approx Number of Clients Seen= 47.0	100.0%	99.0%	1.0%	.0%	.0%	.0%

TABLE 34.a

Percent of Clients From Each Ethnic/Racial Background
by Race/Ethnicity of Therapist
For Alaska

CMHCS

RACE/ETHNICITY OF CLIENT	RACE/ETHNICITY OF THERAPIST WHITE	BLACK	NATIVE AMERICAN	ASIAN	HISPANIC
White Clients Percent of Clients Seen Appx. Nbr. of Clients Seen=766.3	97.3%	.0%	.3%	2.2%	.0%
Black Clients Percent of Clients Seen Appx. Nbr. of Clients Seen= 16.4	100.0%	.0%	.0%	.0%	.0%
Nat. Amer. Clients Percent of Clients Seen Appx. Nbr. of Clients Seen=211.8	97.6%	.0%	.9%	1.4%	.0%
Asian Clients Percent of Clients Seen Appx. Nbr. of Clients Seen= 5.4	100.0%	.0%	.0%	.0%	.0%
Hispanic Clients Percent of Clients Seen Appx. Nbr. of Clients Seen= 3.6	100.0%	.0%	.0%	.0%	.0%

STATE HOSPITALS

RACE/ETHNICITY OF CLIENT	RACE/ETHNICITY OF THERAPIST WHITE	BLACK	NATIVE AMERICAN	ASIAN	HISPANIC
White Clients Percent of Clients Seen Appx. Nbr. of Clients Seen=491.2	92.1%	4.8%	.0%	3.0%	.0%
Black Clients Percent of Clients Seen Appx. Nbr. of Clients Seen= 26.9	91.6%	.5%	.0%	7.7%	.0%
Nat. Amer. Clients Percent of Clients Seen Appx. Nbr. of Clients Seen=435.1	94.3%	4.2%	.0%	1.3%	.0%
Asian Clients Percent of Clients Seen Appx. Nbr. of Clients Seen= 11.8	59.3%	14.2%	.0%	26.4%	.0%
Hispanic Clients Percent of Clients Seen Appx. Nbr. of Clients Seen= 4.6	100.0%	.0%	.0%	.0%	.0%

TABLE 34.b

Percent of Clients From Each Ethnic/Racial Background
by Race/Ethnicity of Therapist
For Arizona

CMHCS

	RACE/ETHNICITY OF THERAPIST				
RACE/ETHNICITY OF CLIENT	WHITE	BLACK	NATIVE AMERICAN	ASIAN	HISPANIC
White Clients Percent of Clients Seen Appx. Nbr. of Clients Seen=9648.8	84.4%	5.4%	1.8%	3.0%	5.2%
Black Clients Percent of Clients Seen Appx. Nbr. of Clients Seen= 584.5	73.5%	15.7%	2.3%	2.7%	5.5%
Nat. Amer. Clients Percent of Clients Seen Appx. Nbr. of Clients Seen= 746.8	49.2%	5.5%	36.7%	2.9%	5.3%
Asian Clients Percent of Clients Seen Appx. Nbr. of Clients Seen= 44.0	83.5%	2.2%	.3%	5.0%	8.9%
Hispanic Clients Percent of Clients Seen Appx. Nbr. of Clients Seen=1903.7	67.2%	7.0%	2.1%	2.0%	21.6%

STATE HOSPITALS

	RACE/ETHNICITY OF THERAPIST				
RACE/ETHNICITY OF CLIENT	WHITE	BLACK	NATIVE AMERICAN	ASIAN	HISPANIC
White Clients Percent of Clients Seen Appx. Nbr. of Clients Seen=5216.7	80.4%	10.9%	.5%	2.9%	5.0%
Black Clients Percent of Clients Seen Appx. Nbr. of Clients Seen= 506.1	86.3%	5.3%	1.9%	.8%	5.4%
Nat. Amer. Clients Percent of Clients Seen Appx. Nbr. of Clients Seen= 284.9	85.7%	7.1%	.5%	1.2%	5.2%
Asian Clients Percent of Clients Seen Appx. Nbr. of Clients Seen= 28.7	86.2%	6.2%	.0%	.0%	7.5%
Hispanic Clients Percent of Clients Seen Appx. Nbr. of Clients Seen=1052.0	84.5%	6.2%	.3%	3.3%	5.5%

TABLE 34.c

Percent of Clients From Each Ethnic/Racial Background by Race/Ethnicity of Therapist For Colorado

CMHCS

RACE/ETHNICITY OF CLIENT	RACE/ETHNICITY OF THERAPIST WHITE	BLACK	NATIVE AMERICAN	ASIAN	HISPANIC
White Clients Percent of Clients Seen Appx. Nbr. of Clients Seen=6025.5	90.6%	3.0%	.2%	.2%	5.8%
Black Clients Percent of Clients Seen Appx. Nbr. of Clients Seen= 450.3	75.9%	17.3%	.0%	.2%	6.4%
Nat. Amer. Clients Percent of Clients Seen Appx. Nbr. of Clients Seen= 93.3	88.2%	.0%	.0%	.0%	11.7%
Asian Clients Percent of Clients Seen Appx. Nbr. of Clients Seen= 32.3	86.6%	13.3%	.0%	.0%	.0%
Hispanic Clients Percent of Clients Seen Appx. Nbr. of Clients Seen=1076.5	68.9%	2.3%	.0%	.0%	28.6%

STATE HOSPITALS

RACE/ETHNICITY OF CLIENT	RACE/ETHNICITY OF THERAPIST WHITE	BLACK	NATIVE AMERICAN	ASIAN	HISPANIC
White Clients Percent of Clients Seen Appx. Nbr. of Clients Seen=1303.0	77.0%	1.0%	1.3%	.0%	20.4%
Black Clients Percent of Clients Seen Appx. Nbr. of Clients Seen= 88.7	83.3%	.2%	.0%	.0%	16.4%
Nat. Amer. Clients Percent of Clients Seen Appx. Nbr. of Clients Seen= 26.9	96.2%	.0%	.0%	.0%	3.7%
Asian Clients Percent of Clients Seen Appx. Nbr. of Clients Seen= 3.5	100.0%	.0%	.0%	.0%	.0%
Hispanic Clients Percent of Clients Seen Appx. Nbr. of Clients Seen= 446.7	71.4%	.2%	.4%	.0%	27.8%

TABLE 34.d

Percent of Clients From Each Ethnic/Racial Background by Race/Ethnicity of Therapist For Hawaii

CMHCS

RACE/ETHNICITY OF CLIENT	RACE/ETHNICITY OF THERAPIST WHITE	BLACK	NATIVE AMERICAN	ASIAN	HISPANIC
White Clients Percent of Clients Seen Appx. Nbr. of Clients Seen=1030.1	52.2%	1.1%	.0%	45.2%	1.3%
Black Clients Percent of Clients Seen Appx. Nbr. of Clients Seen= 24.5	56.6%	.0%	.0%	43.3%	.0%
Nat. Amer. Clients Percent of Clients Seen Appx. Nbr. of Clients Seen= 2.8	65.2%	.0%	.0%	34.7%	.0%
Asian Clients Percent of Clients Seen Appx. Nbr. of Clients Seen=2578.9	38.1%	1.2%	.0%	58.3%	2.2%
Hispanic Clients Percent of Clients Seen Appx. Nbr. of Clients Seen= 62.8	36.7%	4.9%	.0%	58.2%	.0%

STATE HOSPITALS

RACE/ETHNICITY OF CLIENT	RACE/ETHNICITY OF THERAPIST WHITE	BLACK	NATIVE AMERICAN	ASIAN	HISPANIC
White Clients Percent of Clients Seen Appx. Nbr. of Clients Seen= 715.5	40.4%	.0%	.0%	59.5%	.0%
Black Clients Percent of Clients Seen Appx. Nbr. of Clients Seen= 37.1	44.7%	.0%	.0%	55.2%	.0%
Nat. Amer. Clients Percent of Clients Seen Appx. Nbr. of Clients Seen= 18.6	13.5%	.0%	.0%	86.4%	.0%
Asian Clients Percent of Clients Seen Appx. Nbr. of Clients Seen=1437.7	39.8%	.0%	.0%	59.8%	.2%
Hispanic Clients Percent of Clients Seen Appx. Nbr. of Clients Seen= 34.7	28.8%	.0%	.0%	71.1%	.0%

TABLE 34.a

Percent of Clients From Each Ethnic/Racial Background by Race/Ethnicity of Therapist For Idaho

CMHCS

RACE/ETHNICITY OF CLIENT	RACE/ETHNICITY OF THERAPIST WHITE	BLACK	NATIVE AMERICAN	ASIAN	HISPANIC
White Clients Percent of Clients Seen Appx. Nbr. of Clients Seen=1752.3	99.2%	.0%	.0%	.7%	.0%
Black Clients Percent of Clients Seen Appx. Nbr. of Clients Seen= 8.0	100.0%	.0%	.0%	.0%	.0%
Nat. Amer. Clients Percent of Clients Seen Appx. Nbr. of Clients Seen= 17.6	100.0%	.0%	.0%	.0%	.0%
Asian Clients Percent of Clients Seen Appx. Nbr. of Clients Seen= 3.9	100.0%	.0%	.0%	.0%	.0%
Hispanic Clients Percent of Clients Seen Appx. Nbr. of Clients Seen= 29.7	100.0%	.0%	.0%	.0%	.0%

STATE HOSPITALS

RACE/ETHNICITY OF CLIENT	RACE/ETHNICITY OF THERAPIST WHITE	BLACK	NATIVE AMERICAN	ASIAN	HISPANIC
White Clients Percent of Clients Seen Appx. Nbr. of Clients Seen=1795.0	89.3%	1.0%	7.8%	.0%	1.7%
Black Clients Percent of Clients Seen Appx. Nbr. of Clients Seen= 9.3	75.1%	.0%	16.3%	.0%	8.5%
Nat. Amer. Clients Percent of Clients Seen Appx. Nbr. of Clients Seen= 44.4	89.0%	.8%	5.5%	.0%	4.4%
Asian Clients Percent of Clients Seen Appx. Nbr. of Clients Seen= 5.0	84.0%	.0%	.0%	.0%	16.0%
Hispanic Clients Percent of Clients Seen Appx. Nbr. of Clients Seen= 70.7	82.6%	.5%	11.1%	.0%	5.6%

TABLE 34.f

Percent of Clients From Each Ethnic/Racial Background
by Race/Ethnicity of Therapist
For Montana

CMHCS

RACE/ETHNICITY OF CLIENT	RACE/ETHNICITY OF THERAPIST				
	WHITE	BLACK	NATIVE AMERICAN	ASIAN	HISPANIC
White Clients Percent of Clients Seen Appx. Nbr. of Clients Seen=2948.1	94.7%	.4%	4.5%	.0%	.2%
Black Clients Percent of Clients Seen Appx. Nbr. of Clients Seen= 3.4	100.0%	.0%	.0%	.0%	.0%
Nat. Amer. Clients Percent of Clients Seen Appx. Nbr. of Clients Seen= 108.8	92.3%	.2%	6.6%	.0%	.7%
Asian Clients Percent of Clients Seen Appx. Nbr. of Clients Seen= 3.2	100.0%	.0%	.0%	.0%	.0%
Hispanic Clients Percent of Clients Seen Appx. Nbr. of Clients Seen= 13.6	89.7%	.0%	4.3%	.0%	5.8%

STATE HOSPITALS

RACE/ETHNICITY OF CLIENT	RACE/ETHNICITY OF THERAPIST				
	WHITE	BLACK	NATIVE AMERICAN	ASIAN	HISPANIC
White Clients Percent of Clients Seen Appx. Nbr. of Clients Seen=2546.9	91.5%	.5%	5.6%	.0%	2.2%
Black Clients Percent of Clients Seen Appx. Nbr. of Clients Seen= 3.3	81.8%	.0%	.0%	.0%	18.1%
Nat. Amer. Clients Percent of Clients Seen Appx. Nbr. of Clients Seen= 88.7	97.2%	.0%	.0%	.0%	2.7%
Asian Clients Percent of Clients Seen Appx. Nbr. of Clients Seen= 2.2	100.0%	.0%	.0%	.0%	.0%
Hispanic Clients Percent of Clients Seen Appx. Nbr. of Clients Seen= 10.3	94.2%	.0%	.0%	.0%	5.7%

TABLE 34.g

Percent of Clients From Each Ethnic/Racial Background
by Race/Ethnicity of Therapist
For New Mexico

CMHCS

	RACE/ETHNICITY OF THERAPIST				
RACE/ETHNICITY OF CLIENT	WHITE	BLACK	NATIVE AMERICAN	ASIAN	HISPANIC
White Clients Percent of Clients Seen Appx. Nbr. of Clients Seen=1637.3	71.1%	2.4%	.8%	.0%	25.4%
Black Clients Percent of Clients Seen Appx. Nbr. of Clients Seen= 72.2	71.5%	5.5%	.0%	.0%	22.8%
Nat. Amer. Clients Percent of Clients Seen Appx. Nbr. of Clients Seen= 133.1	51.2%	2.9%	1.5%	.0%	44.2%
Asian Clients Percent of Clients Seen Appx. Nbr. of Clients Seen= 23.2	85.8%	.0%	4.3%	.0%	9.8%
Hispanic Clients Percent of Clients Seen Appx. Nbr. of Clients Seen=1120.2	56.7%	1.9%	.3%	.0%	40.9%

STATE HOSPITALS

	RACE/ETHNICITY OF THERAPIST				
RACE/ETHNICITY OF CLIENT	WHITE	BLACK	NATIVE AMERICAN	ASIAN	HISPANIC
White Clients Percent of Clients Seen Appx. Nbr. of Clients Seen=744.3	5.2%	.0%	.0%	.0%	94.7%
Black Clients Percent of Clients Seen Appx. Nbr. of Clients Seen= 49.9	6.0%	.0%	.0%	.0%	93.9%
Nat. Amer. Clients Percent of Clients Seen Appx. Nbr. of Clients Seen= 59.0	8.3%	.0%	.0%	.0%	91.6%
Asian Clients Percent of Clients Seen Appx. Nbr. of Clients Seen= 42.6	2.2%	.0%	.0%	.0%	97.7%
Hispanic Clients Percent of Clients Seen Appx. Nbr. of Clients Seen=996.8	6.8%	.0%	.0%	.0%	93.1%

TABLE 34.h

Percent of Clients From Each Ethnic/Racial Background by Race/Ethnicity of Therapist For Utah

CMHCS

	RACE/ETHNICITY OF THERAPIST				
RACE/ETHNICITY OF CLIENT	WHITE	BLACK	NATIVE AMERICAN	ASIAN	HISPANIC
White Clients Percent of Clients Seen Appx. Nbr. of Clients Seen=6944.1	87.6%	2.4%	.2%	1.3%	8.3%
Black Clients Percent of Clients Seen Appx. Nbr. of Clients Seen= 105.8	85.7%	6.1%	.0%	.2%	7.8%
Nat. Amer. Clients Percent of Clients Seen Appx. Nbr. of Clients Seen= 116.1	31.8%	.0%	67.1%	.0%	.9%
Asian Clients Percent of Clients Seen Appx. Nbr. of Clients Seen= 26.9	89.2%	.0%	.0%	4.2%	6.4%
Hispanic Clients Percent of Clients Seen Appx. Nbr. of Clients Seen= 564.1	69.1%	2.2%	.0%	.6%	27.9%

STATE HOSPITALS

	RACE/ETHNICITY OF THERAPIST				
RACE/ETHNICITY OF CLIENT	WHITE	BLACK	NATIVE AMERICAN	ASIAN	HISPANIC
White Clients Percent of Clients Seen Appx. Nbr. of Clients Seen=2761.8	97.4%	.0%	.8%	.0%	1.6%
Black Clients Percent of Clients Seen Appx. Nbr. of Clients Seen= 71.1	98.9%	.0%	.3%	.0%	.6%
Nat. Amer. Clients Percent of Clients Seen Appx. Nbr. of Clients Seen= 12.0	100.0%	.0%	.0%	.0%	.0%
Asian Clients Percent of Clients Seen Appx. Nbr. of Clients Seen= 7.4	100.0%	.0%	.0%	.0%	.0%
Hispanic Clients Percent of Clients Seen Appx. Nbr. of Clients Seen= 173.6	99.8%	.0%	.1%	.0%	.0%

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REPORT
III

WHO SERVES THE CHRONICALLY MENTALLY ILL?

REGIONAL MENTAL HEALTH HUMAN RESOURCE DATA BASE

BY

MEREDITH DAVIS, A.C.S.W.
JOHN GREENHALGH, M.A.

JULY, 1984

WICHE
MENTAL HEALTH AND HUMAN RESOURCES PROGRAM

WHO SERVES THE CHRONICALLY MENTALLY ILL?

MENTAL HEALTH AND HUMAN SERVICES PROGRAM
WESTERN INTERSTATE COMMISSION FOR HIGHER EDUCATION
P. O. DRAWER P
BOULDER, COLORADO 80302

PREPARED BY

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JULY, 1984

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TABLE OF CONTENTS

Page

Introduction 1

Where Data Comes From 1

The WICHE Regional Human Resource Data Base 2

What Data Were Used 2

Usefulness of the Data 3

Profile of CMI Served in CMHCs 4

Analysis of CMI Servers in Western States CMHCs 6

Breakdown of Direct Service Staff in CMHCs by Percent of CMI in Caseload 6

Education Level 9

Salary Level 13

Average Tenure with the Facility 15

Job Function 15

Discipline of CMI Providers 18

Ethnic Minority Background of CMI Servers 21

Average Clients per FTE 21

Summary and Conclusions 27

Appendix 31

REGIONAL TABLES

Tables Page

1 Regional CMHC Direct-Care Providers: Percent Effort per FTE and FTE Broken down by Percent CMI 7

2 Regional CMHC Respondents: FTE and Percent of Total (Row) FTE Broken down by Percent CMI and Education Level 11

3 Regional CMHC Full-Time Respondents: FTE and Percent of Total (Row) FTE Broken down by Percent CMI and Salary Level 14

4 Regional CMHC Respondents: Facility Tenure (Years per FTE), and FTE Broken down by CMI Population 16

5 Regional CMHC Direct-Care Providers: FTE and Percent of Total (Row) FTE Broken down by Percent CMI and Job Function Level 17

6 Regional Totals for CMHCs: Average Percent of Caseloads Who Are Chronically Mentally Ill by Type of Staff and Gender 19

7 Regional CMHC Direct-Care Respondents: Percent Effort per FTE, and Total FTE Broken down by Ethnic Group and Client Chronicity 23

8 Regional CMHC Direct-Care Providers: Clients per FTE, and FTE Broken down by Percent CMI . . . 25

FIGURES

Figures

1 Data from 1980 NIMH Inventory of CMHCS 5

2 Regional Profile: CMHC Direct-Care Provider FTE by Percent CMI 8

3 Regional Profile: CMHC Direct-Care, Percent of Respondent FTE 12

4 Average Percent CMI Clients by Discipline and Gender for CMHCs 20

5 Average Percent CMI Clients by Respondent Ethnic Group 24

6 Average Clients Per FTE by Percent CMI Clients 26

STATE TABLES

Tables — CMHC RESPONDENTS — Pages

2a-2p Percent of Total FTE and *FTE by CMI Population and Education level.............. 33-48

3a-3r Percent of Total FTE and *FTE by CMI Population and Salary level 49-66

5a-5h Percent of Total FTE and *FTE by CMI Population and Job Function 67-74

6a-6g Average Percent of Caseload Who Are Chronically Mentally Ill by Type of Staff and Gender for Alaska, Arizona, Hawaii, Idaho, Montana, New Mexico, and Utah..... 75-81

7a-73 Direct Care Providers: Percent Effort per FTE and Total FTE by Respondent Ethnic Group and Client Chronicity.. 83-87

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*FTE Tables are on the reverse side of Percent of Total FTE Tables for each variable.

Introduction

Improving services to the chronically mentally ill (CMI) has become a very high priority for state mental health agencies during the past decade. New treatment approaches, including coordination of community services, case management and continuum of care between state hospitals and community facilities incorporated into the community support system concept have been accepted and are in the process of implementation in almost all states. There is an increasing body of knowledge on the identification of chronically mentally ill and assessment of their needs, and description and some assessment of treatment components which have been effective in dealing with this population. There is less information on who is serving the chronically mentally ill in the public sector mental health system. States vary in the emphasis placed upon serving the chronically mentally ill, and the approaches taken to improve services to this population. The impact on staffing resources, therefore, has been different. In some states the emphasis has been on setting up specialized community support programs with identifiable staff to serve CMI clients. In others, all staff in varying degrees may be involved in working with this population.

Where Data Come From

This report analyzes data collected during the pilot implementation of the Mental Health Statistics Improvement Program (MHSIP) Minimum Data Set conducted in the spring of 1981 in eight states (Alaska, Arizona, Colorado, Hawaii, Idaho, Montana, Utah, and Washington) and in New Mexico in the fall of 1982. Except for Washington, which compiled data from an existing Community Mental Health Center Information System into minimum data set format, all states conducted a voluntary survey of staff in state hospitals and community mental health centers. The individual states entered data into computers at the state level, reformatted data into the comparable regional format and sent tapes to WICHE. WICHE edited the data tapes and constructed a regional mental health human resource data base. A conservative calculation of the median response rate for state hospital employees on the voluntary survey is 52.7 percent with a range of 12.1 to 90.6 among state hospitals. The median response rate for community mental health centers (CMHCs) is 76.5 with a range of 17.4 percent to 100.00 percent.* While this is a reasonable response rate for a voluntary pilot survey, results presented in this report, particularly interstate comparison, should be viewed with some caution.

---

* For detailed information on methods used and problems incurred in calculating response rates, see _Evaluation Report, Western States' Human Resource Information Project_, WICHE, in press.

In order to put the staff data in perspective, data from the 1981 NIMH survey of community mental health facilities were analyzed to establish a profile of the percent of all community facilities surveyed by NIMH, according to the proportion of their total annual caseload, which were chronically mentally ill clients. This is compared to a profile of the percents of community facilities in the nine states in the WICHE data base. It should be noted that only 42 percent of community facilities in which staff were surveyed in the WICHE project also submitted survey data to NIMH.

The WICHE Regional Human Resource Data Base

This report provides descriptive data on some of the characteristics of staff who serve the CMI in 88 community mental health facilities in seven western states. The report tests the utility of a multistate human resource data base in addressing staffing problems and issues in providing services to defined client populations.

The capability to link client and staffing data across states is the goal of the Mental Health Statistics Improvement Program. The problem is that the aggregate data currently collected by NIMH through the MH Facility Inventory can be linked only at the facility level. For example, staffing patterns for the entire facility of CMHCs whose total annual caseloads contain large or small percentages of severely mentally disabled clients may be compared. However, this type of comparison does not provide information on how many and what types of staff provide services to the severely disabled or how staff activities or types of treatment offered by staff serving CMI may differ from those of staff who do not serve this client population.

The WICHE regional MH Human Resource Data Base is unique in that it permits comparison of staff characteristics and activities between states and between a given state and a nine-state regional average. The WICHE adaptation of the MHSIP human resource minimum data set which adds certain client data permits the linking of client characteristics with staff characteristics. These unique features provide viable methods to achieve two of the goals important to MH administrators in developing and using MH statistical systems: comparing data with other states and linking client, service and staffing data.

What Data Were Used

This report analyzes staff characteristics by the percent of respondent's caseload who are CMI clients. Staff characteristics analyzed in this report include:

- Education level
- Salary level

- Tenure with the facility
- Primary job function
- Discipline
- Sex
- Ethnic/racial background
- Number of clients seen during the sample week.

This report analyzes data provided by community mental health center respondents. Only respondents who saw at least one client during the sample week are included in the analyses. The "sample week" was the method used in the pilot survey to secure data on staff activities, including number of clients served and percent of all clients seen who were chronically mentally ill. The sample week was designated by the state survey coordinator. All the respondents in a given facility listed number of clients and percent of clients who were CMI for the same sample week.

Tables presented in the report, except for those analyzing discipline and ethnic/racial background of respondents, allocates respondents among six categories according to the percent of a respondent's caseload which are CMI. Categories are 0 percent, 1 to 25 percent, 26 to 50 percent, 51 to 75 percent, 76 to 99 percent, and 100 percent CMI. The number of respondent FTE and percent of total FTE in each category of the variable are presented.

Regional tables are included in the body of the report. Individual state tables are included in the appendix. The state tables have the same table number as the regional tables, followed by a letter identifying a specific variable.

Usefulness of the Data

The tables and discussion in this report are presented to assist mental health administrators to examine the characteristics of staff whose overall caseloads contain different percentages of CMI clients. Comparisons among the categories in the regional tables present a picture of commonalities and differences between staff whose caseloads contain relatively large proportions of CMI vs. caseloads of staff who serve relatively small proportions of CMI. Individual states may compare the patterns within their states with the regional base line. The state tables also provide a picture of the variation among states in the characteristics and utilization of staff in serving CMI.

Some questions and issues the information may help mental health administrators address include:

- What is the proportion of CMI clients compared with non-CMI clients being served by CMHCs in the nation and the seven western states for which staff activity data is available?
- What proportion of staff in CMHCs in the region serve what proportion of CMI clients? Are most or all staff involved to some degree in serving CMI clients or are CMI clients served primarily by staff who do not serve non-CMI clients?
- To what extent are core discipline professionals involved in providing services to CMI? Are most CMI served by staff with less professional education and training? Which disciplines tend to be more involved with CMI and which disciplines are less involved?
- Are "minority" staff as involved or more or less involved in serving CMI than "majority" staff?
- Do staff whose caseloads contain large proportions of CMI have more or less tenure with the facility than staff whose caseloads contain few or no CMI?
- Are salary levels different for staff who serve larger or smaller proportions of CMI?
- Are caseloads of staff who serve only or large proportions of CMI larger or smaller than staff who serve no or small proportions of CMI?

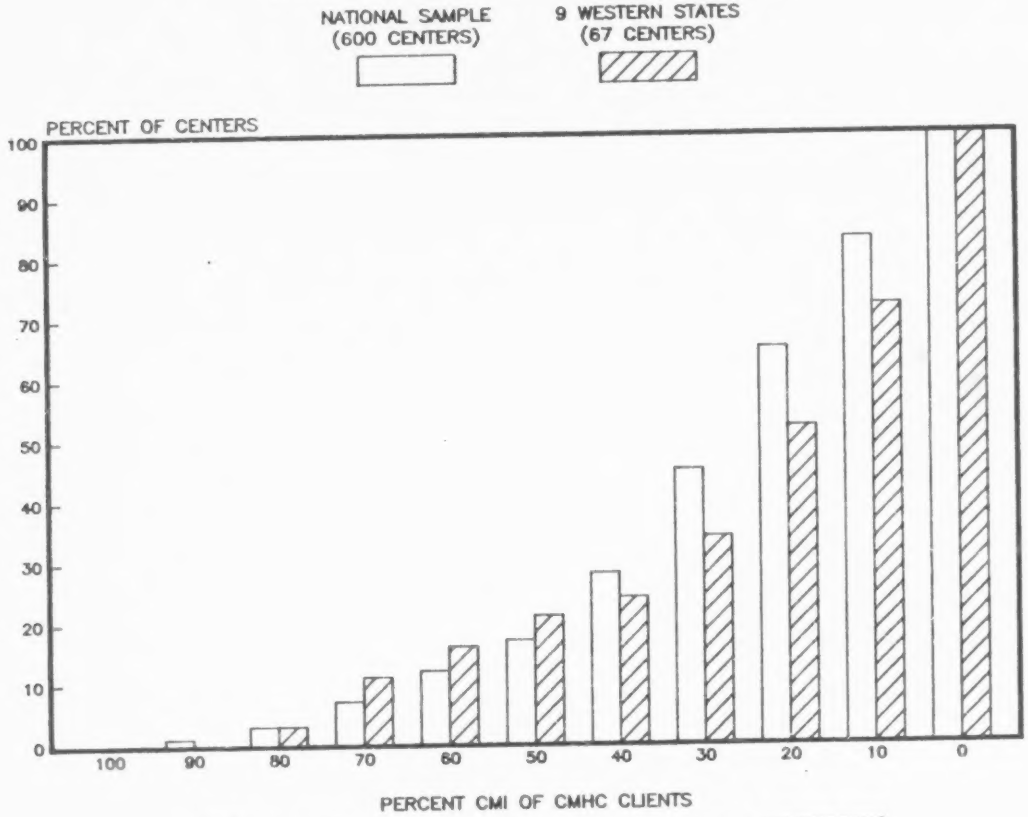
One purpose of this preliminary report is to identify staff utilization patterns or areas of concern which need attention or warrant further analysis or exploration.

PROFILE OF CMI SERVED IN CMHCs

Figure 1 presents a picture of CMI served by CMHCs in 1980 as a proportion of total caseload. The data for this graph come from a question on the 1981 inventory of CMHCs conducted by the NIMH Alcohol, Drug Abuse, and Mental Health Administration (ADAMHA). The 1981 ADAMHA survey item asked for "severely mentally disabled patients as a percent of total caseload." The NIMH definition of "severely mentally disabled" is the same as that generally used for chronically mentally ill clients. Data tapes from the 1981 inventory were made available to WICHE by the NIMH Division of Biometry and Epidemiology.

FIGURE 1

DATA FROM 1980 NIMH INVENTORY OF CMHCS



(NATIONAL SAMPLE CONTAINS CMHCS IN 50 STATES AND 6 TERRITORIES)

Figure 1 presents a profile of the percent of all CMHCs in the nation and the percent of CMHCs in the nine western states in the WICHE data base by the percent of CMI clients in a CMHC's total caseload in 1980.* The percent of CMI in CMHCs' caseloads is cumulative for each succeeding bar from left to right. For example, the bars at 50 percent on the bottom axis show the percent of CMHCs which serve 50 percent or more clients who are CMI in the total caseload.

The two profiles are similar but not identical. A larger proportion of western CMHCs have caseloads with 50 percent or more CMI clients, but a smaller proportion with 40 percent or more, 30 percent or more, etc. Approximately 24 percent of western CMHCs serve no CMI clients compared to 12 percent of CMHCs in the nation.

These apparent differences in caseloads should be kept in mind in relating findings in this report to states outside the region.

ANALYSIS OF CMI SERVERS IN WESTERN STATES CMHCs

Tables in this section present information from 88 CMHCs in seven states (Alaska, Arizona, Hawaii, Idaho, Montana, New Mexico, and Utah). Washington, which secured staff information for the WICHE project from an existing data base, was not able to allocate staff by percent of CMI in their caseloads. The Colorado survey asked the question about proportion of CMI served in a different form than the other states and, therefore, Colorado's data is not comparable to the other states. For these reasons, CMHCs in these two states have been eliminated from this report.

Breakdown of Direct Service Staff in CMHCs by Percent of CMI in Caseload

Table 1 presents the number of FTE and percent of total FTE by the proportion of CMI clients seen during the sample week by state and regional summary of the seven states. The total number of staff who provided services to at least one client during the sample week are placed in the six categories according to the percent of CMIs in their caseloads in the sample week. The top number in each cell is the percent of the state's or region's total respondents which fall in each category. The second number in the cell in parentheses is the number of FTE. Figure 2 presents the information in graphic form.

A comparison of the 0 percent and 100 percent categories indicates that, except for Hawaii, the number of staff in CMHCs who see no CMI clients is larger than the number who see CMI clients only. An examination of the 0 percent and 100 percent categories also seems to indicate that some CMHCs in the states and region

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* It should be noted that only 42% of the CMHCs in the states in the WICHE data base provided inventory data to NIMH.

TABLE 1

REGIONAL COMPARISONS - CMI BACKGROUND

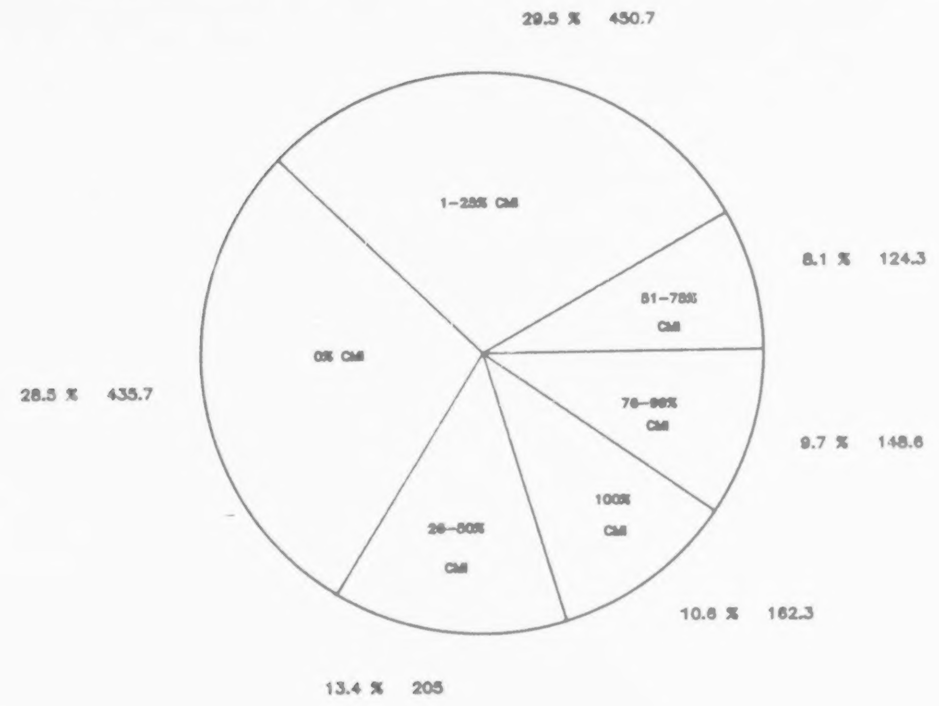
DIRECT-CARE PROVIDERS CMHC RESPONDENTS

Percent Effort per FTE and FTE
Broken down by Percent CMI

	0%	1-25%	26-50%	51-75%	76-99%	100%	Total
	%/FTE	%/FTE	%/FTE	%/FTE	%/FTE	%/FTE	TOTAL FTE
Alaska	27.5% (16.7)	46.1% (28.1)	17.4% (10.6)	3.3% (2.0)	1.6% (1.0)	4.1% (2.5)	100.0% (60.9)
Arizona	44.2% (269.5)	30.7% (186.8)	8.7% (53.3)	4.6% (28.2)	5.6% (34.1)	6.1% (37.5)	100.0% (609.3)
Hawaii	20.9% (40.1)	16.7% (32.2)	13.9% (26.8)	10.1% (19.4)	16.3% (31.4)	22.0% (42.3)	100.0% (192.1)
Idaho	8.2% (5.5)	40.8% (27.3)	26.3% (17.6)	10.5% (7.0)	9.0% (6.0)	5.2% (3.5)	100.0% (66.9)
Montana	17.6% (23.9)	35.1% (47.7)	13.2% (18.0)	6.2% (8.4)	15.1% (20.5)	12.8% (17.4)	100.0% (135.9)
New Mexico	20.7% (28.9)	24.1% (33.6)	19.8% (27.6)	15.9% (22.2)	5.7% (8.0)	13.9% (19.4)	100.0% (139.6)
Utah	15.9% (51.1)	29.6% (95.1)	15.9% (51.1)	11.6% (37.2)	14.8% (47.6)	12.4% (39.8)	100.0% (321.8)
Regional Total	28.5% (435.7)	29.5% (450.7)	13.4% (205.0)	8.1% (124.3)	9.7% (148.6)	10.6% (162.3)	100.0% (1526.6)

FIGURE 2

REGIONAL PROFILE: CMHC DIRECT-CARE PROVIDER FTE BY PERCENT CMI



DATA BASE INCLUDES 88 CMHCS IN 7 STATES.
(NUMBERS OUTSIDE OF CHART ARE FTES AND PERCENT OF TOTAL FTE)

have programs which serve CMI exclusively (or non-CMI exclusively), or assign clients to staff according to whether or not the client is CMI. You will note considerable variation among states in this respect. Idaho has only 13.4 percent respondents serving 0 percent or 100 percent CMI clients, whereas Arizona has 50.3 percent. In most states the total is around 30 percent with 39.1 percent as a regional average. This specific assignment of staff to 100 percent CMI caseloads or 0 percent caseloads is a hypothesis which may warrant further exploration in subsequent reports. Most CMHC respondents in these seven states have caseloads which contain both CMI and non-CMI clients in varying proportions.

Table 1 indicates that 28.4 percent of respondents in the regional data base have caseloads which contain more than 50 percent CMI clients. The range among the states on the proportion of respondents whose caseloads contain more than 50 percent CMI clients is from 9 percent to 48.4 percent. This may indicate that some states emphasize services to CMI clients more than do other states. However, it should be remembered that there was considerable variation, both among states and among facilities within states, in the proportion of the total work force who completed questionnaires.

Table 1 is a key table to use in interpreting staff characteristics data presented through the balance of this section. It is necessary to compare the percents of respondents in the regional totals for each category with percents of respondents in the same categories for each of the variables presented in the tables in the remainder of this section in order to determine whether or not respondents who serve high proportions of CMI differ from respondents who serve low numbers of CMI. For example, in determining the significance of the education level of the respondents presented in Table 2, it is necessary to compare each of the educational rows (e.g. less than high school, Ph.D. degree, etc.) with the percents of total staff in Table 1. The fact that half of most educational categories have caseloads with less than 26 percent CMI is not significant inasmuch as 58 percent of regional respondents have caseloads with less than 26 percent CMI. The significance lies in how much each of the educational categories are above or below 58 percent. Similarly, in the 100 percent CMI caseload, the percent of the total regional FTE serving 100 percent CMI is 10.6 percent. The significance in Table 2 is how much above or below 10.6 percent respondents in each of the educational categories lie.

Education Level

Table 2 presents regional data on number of FTE and percent of total FTE by education level of respondents serving the different proportions of CMI. Headings across the top of the table are percent of CMI in the respondent's caseload; headings down the side of the table, the highest education degree received by respondents as follows:

- LTHS - less than high school degree
- HS or GED - high school diploma or general equivalency diploma

TABLE 2

REGIONAL COMPARISONS - CMI BACKGROUND

EDUCATION PROFILE

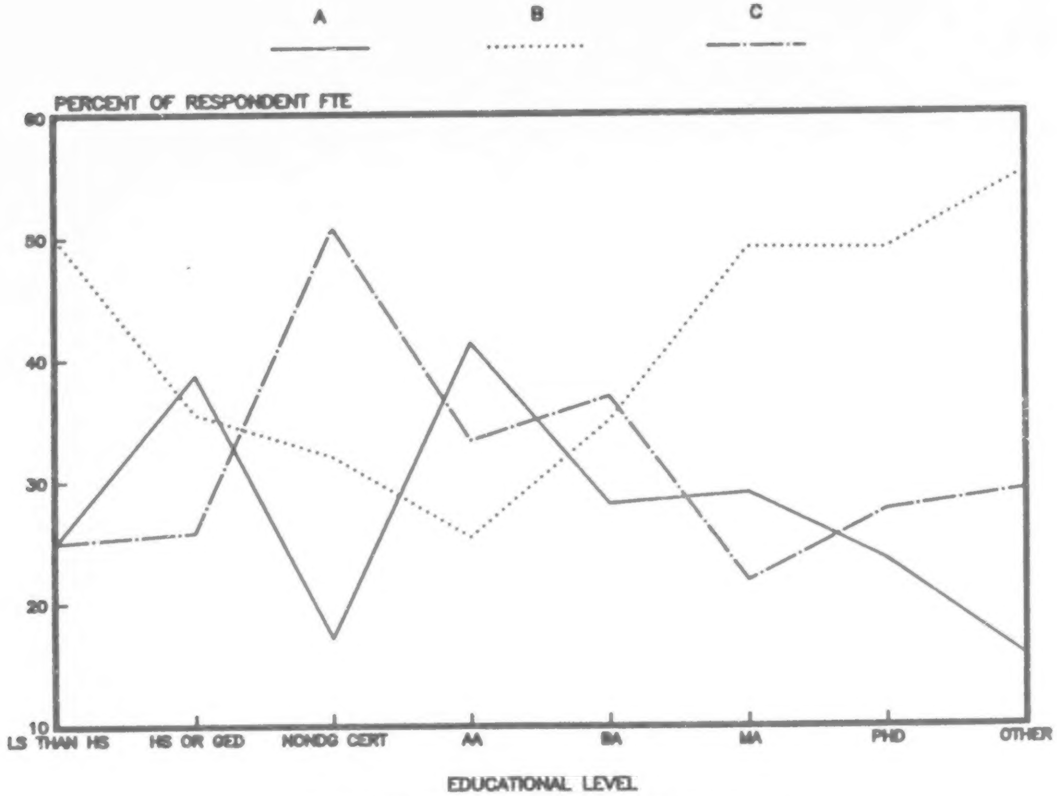
CMHC RESPONDENTS

FTE and Percent of Total (Row) FTE
Broken down by Percent CMI and Education Level

	0%	1-25%	26-50%	51-75%	76-99%	100%	Total
	% FTE	% FTE	% FTE	% FTE	% FTE	% FTE	% FTE
LT HS	25.0%	33.3%	16.7%	8.3%	16.7%	.0%	100.0%
(FTE)	(3.0)	(4.0)	(2.0)	(1.0)	(2.0)	(.0)	(12.0)
HS or GED	38.7%	21.8%	13.7%	4.8%	8.3%	12.7%	100.0%
(FTE)	(69.6)	(39.1)	(24.6)	(8.6)	(15.0)	(22.8)	(179.7)
Nondegree	17.1%	16.0%	16.0%	7.0%	20.2%	23.6%	100.0%
(FTE)	(17.0)	(16.0)	(16.0)	(7.0)	(20.1)	(23.6)	(99.7)
AA Degree	41.3%	16.2%	9.2%	7.3%	12.4%	13.6%	100.0%
(FTE)	(22.5)	(8.9)	(5.0)	(4.0)	(6.8)	(7.4)	(54.5)
BA Degree	28.1%	24.0%	10.9%	10.2%	12.4%	14.3%	100.0%
(FTE)	(75.8)	(64.6)	(29.3)	(27.6)	(33.5)	(38.5)	(269.3)
MA Degree	29.0%	35.8%	13.3%	7.8%	7.0%	7.0%	100.0%
(FTE)	(185.5)	(228.6)	(85.2)	(50.2)	(45.0)	(44.9)	(639.4)
PhD Degree	23.5%	33.8%	15.2%	9.1%	9.1%	9.4%	100.0%
(FTE)	(57.5)	(82.7)	(37.3)	(22.2)	(22.2)	(23.0)	(244.9)
Other	15.6%	32.5%	22.7%	24.0%	3.9%	1.3%	100.0%
(FTE)	(2.4)	(5.0)	(3.5)	(3.7)	(.6)	(.2)	(15.4)

FIGURE 3

REGIONAL PROFILE: CMHC DIRECT-CARE, PERCENT OF RESPONDENT FTE



DATA BASE INCLUDES 88 CMHCS AND 7 STATES.

- Nondegree - Nondegree certificate (including LPN and diploma programs)
- AA degree - Two-year college Associate Arts degree
- BA degree - Baccalaureate degree
- MA degree - Master of Arts (includes Master of Social Work, Master of Science)
- Doctorate - Ph.D. degree, MD, DDS, DDO
- Other - Education not listed above.

The top number in each cell is the percent of total respondent FTE in each education category who had the given percent of CMI in their caseloads during the sample week. The bottom number in each cell in parentheses is the number of FTE. Figure 3 portrays educational level serving 0 percent, 1 to 50 percent, and 51 to 100 percent CM

An examination of Table 2 compared with Table 1 indicates that the caseloads of nondegree certificate staff, and, to a lesser extent, AA- and BA-degree staff, are more apt to include 100 percent CMI clients than are caseloads of graduate degree staff. A larger proportion of staff with doctorate degrees see only CMIs than those with masters degrees. This is probably due to psychiatrists being included in the doctorate category. At the other end of the spectrum, it is somewhat surprising that larger proportions of high school diploma and AA degree staff see no CMIs along with a fairly high proportion of staff with MA degrees. This may be due to utilization of high school and AA degree staff in services to alcoholics or children which are by definition excluded from the CMI category.

The same pattern prevails for respondents whose caseloads contain more than 50 percent CMI. 50.8 percent of nondegree certificate, 36.9 percent of BA-degree, and 33.3 percent of AA-degree staff had such caseloads compared to 28.4 percent of all respondent FTE in the regional data base.

Salary Level

Table 3 presents information on the salary levels of full-time staff by percent of CMI served.

Survey respondents were asked to identify their current annual gross salary, excluding fringe benefits. Categories provided are listed in Table 3. Methods of converting salaries of part-time respondents to full-time equivalent salaries were found to be invalid. Therefore, this table includes only full-time respondents.

An examination of Table 3 reveals an unusual pattern in that respondent FTE with very high and very low salaries have larger than expected proportions whose caseloads are 100 percent CMI. The high-salary category

TABLE 3

SALARY PROFILE

REGIONAL COMPARISONS - CMI BACKGROUND

FULL-TIME CMHC RESPONDENTS

FTE and Percent of Total (Row) FTE
Broken down by Percent CMI and Salary Level

	0%	1-25%	26-50%	51-75%	76-99%	100%	Total
	% FTE	% FTE	% FTE	% FTE	% FTE	% FTE	% FTE
Less Than $7,499 (FTE)	43.8% (21.0)	12.5% (6.0)	18.8% (9.0)	6.3% (3.0)	6.3% (3.0)	12.5% (6.0)	100.0% (48.0)
$7,500 - $12,499 (FTE)	46.7% (105.0)	22.7% (51.0)	10.7% (24.0)	6.7% (15.0)	7.1% (16.0)	6.2% (14.0)	100.0% (225.0)
$12,500 - $17,499 (FTE)	27.1% (102.0)	31.1% (117.0)	12.5% (47.0)	6.4% (24.0)	9.0% (34.0)	13.8% (52.0)	100.0% (376.0)
$17,500 - $22,499 (FTE)	24.6% (75.0)	30.8% (94.0)	14.1% (43.0)	11.1% (34.0)	11.1% (34.0)	8.2% (25.0)	100.0% (305.0)
$22,500 - $27,499 (FTE)	26.5% (39.0)	35.4% (52.0)	15.0% (22.0)	8.8% (13.0)	8.2% (12.0)	6.1% (9.0)	100.0% (147.0)
$27,500 - $32,499 (FTE)	29.0% (18.0)	40.3% (25.0)	12.9% (8.0)	4.8% (3.0)	6.5% (4.0)	6.5% (4.0)	100.0% (62.0)
$32,500 - $37,499 (FTE)	17.6% (6.0)	38.2% (13.0)	14.7% (5.0)	14.7% (5.0)	5.9% (2.0)	8.8% (3.0)	100.0% (34.0)
$37,500 $42,499 (FTE)	20.0% (4.0)	15.0% (3.0)	30.0% (6.0)	5.0% (1.0)	20.0% (4.0)	10.0% (2.0)	100.0% (20.0)
$42,500 and above (FTE)	13.5% (5.0)	24.3% (9.0)	13.5% (5.0)	13.5% (5.0)	13.5% (5.0)	21.6% (8.0)	100.0% (37.0)

presumably reflects the high proportion of psychiatrists with large CMI caseloads. It should be noted that the N is very small in both of these categories. The other salary category with larger than expected proportions of FTE serving 100 percent CMI is 12,500-17,499. This would seem to reflect the larger proportion of non-degree certificate, AA- and BA-degree respondents serving 100 percent CMI.

On balance, it appears that salaries of CMI servers are somewhat better than salaries of respondents who serve no CMI. 43.8 percent of full-time staff earning less than $7,499 and 46.7 percent earning $7,500-$12,499 saw no CMI during the sample week, compared to 28.5 percent of respondent FTE who saw no CMI.

Average Tenure with the Facility

Table 4 presents data on the average number of years a respondent has worked for this facility in which he/she is currently employed by percent of CMI in the respondent's caseload. Survey respondents were asked to list the start date, month and year of their current continuous employment with the facility. Start date, month and year were subtracted from month and year the survey was administered to determine the number of months of the current continuous employment. Months of tenure were added for all respondents and divided by the number of respondents to derive the mean facility tenure according to the percent of CMI in respondent's caseload. Responses were converted to years and parts of years for presentation in Table 4.

An examination of Table 4 reveals that respondents who worked exclusively with CMI or whose caseloads contain 26 percent or more CMI clients have worked for the facility somewhat longer than respondents who served no CMI or whose caseloads contain less than 26 percent CMI. In view of the relatively recent emphasis on serving CMI populations in community mental health centers, this pattern may be somewhat surprising. It seems to indicate that services to CMI are being provided by staff who formally served other client populations in CMHCs or that retention of staff serving CMI are somewhat better than retention of staff serving other populations. You will note considerable variation among the seven states in tenure by percent of CMI served. However, tenure of staff serving large proportions of CMI is at least as long as tenure of staff serving smaller proportions or no CMI.

Job Function

Table 5 presents information on the primary job function of staff by percent of CMI served. Survey respondents were asked to select their primary job function in the facility from four categories: direct care provider; consultation and education provider; administration/management; or client, administrative or facility support. Most respondents included in this report are by definition direct care providers as the respondent had to have provided services to at least one client during the sample week in order to be included in this report. However, some respondents whose primary job function is administration or

TABLE 4

REGIONAL COMPARISONS - CMI BREAKDOWN

TURNOVER PROFILE

CMHC RESPONDENTS

Facility Tenure (Years per PTE), and PTE
Broken down by CMI Population

	0%	1-25%	26-50%	51-75%	76-99%	100%	Total
	AVE YRS/PTE (PTE)	AVE YRS/PTE (PTE)	AVE YRS/PTE (PTE)	AVE YRS/PTE (PTE)	AVE YRS/PTE (PTE)	AVE YRS/PTE (PTE)	AVE YRS/PTE (PTE)
Alaska	2.8 (15.8)	3.1 (27.1)	1.4 (9.6)	1.0 (2.0)	.9 (1.0)	.6 (1.5)	2.5 (56.9)
Arizona	2.5 (263.2)	2.8 (183.1)	3.5 (50.7)	4.1 (24.2)	2.9 (33.1)	2.1 (34.7)	2.8 (588.9)
Hawaii	5.0 (36.1)	5.0 (30.9)	7.8 (25.8)	7.2 (19.4)	7.9 (29.4)	9.8 (41.3)	7.2 (182.9)
Idaho	4.5 (5.5)	5.0 (27.3)	6.1 (17.6)	3.5 (7.0)	6.5 (6.0)	5.8 (3.5)	5.3 (66.9)
Montana	3.3 (23.5)	3.7 (46.7)	4.4 (13.5)	4.1 (7.4)	3.9 (19.4)	2.4 (17.0)	3.6 (127.4)
New Mexico	2.5 (27.9)	2.8 (33.6)	3.4 (27.6)	3.4 (19.4)	4.0 (8.0)	2.6 (19.4)	3.0 (135.8)
Utah	4.2 (49.8)	5.2 (94.4)	5.3 (51.1)	4.5 (36.2)	5.0 (45.9)	4.1 (38.5)	4.8 (315.8)
Regional Total	3.0 (421.7)	3.7 (443.1)	4.7 (195.9)	4.5 (115.6)	5.0 (142.7)	4.8 (155.8)	3.9 (1474.7)

TABLE 5

JOB FUNCTION PROFILE

REGIONAL COMPARISONS - CMI BACKGROUND

DIRECT-CARE PROVIDERS CMHC RESPONDENTS

FTE and Percent of Total (Row) FTE
Broken down by Percent CMI and Job Function Level

	0%	1-25%	26-50%	51-75%	76-99%	100%	Total
	% FTE	% FTE	% FTE	% FTE	% FTE	% FTE	% FTE
Dir. Care Giver (FTE)	26.3% (333.4)	31.2% (395.7)	13.1% (166.1)	8.7% (110.6)	10.7% (135.7)	10.0% (126.3)	100.0% (1267.6)
Community Cons & Ed (FTE)	54.5% (20.3)	25.5% (9.5)	6.7% (2.5)	4.7% (1.7)	5.8% (2.2)	2.7% (1.0)	100.0% (37.2)
Admin. & Managemnt (FTE)	40.3% (57.0)	20.0% (28.3)	17.0% (24.0)	4.9% (7.0)	2.6% (3.7)	15.2% (21.5)	100.0% (141.6)
Admin. & Clnt Supp (FTE)	34.3% (12.0)	17.1% (6.0)	8.6% (3.0)	8.6% (3.0)	14.3% (5.0)	17.1% (6.0)	100.0% (35.0)

support or consultation and education also provide services to clients. This is particularly true of administrators who in many small CMHCs in the western states in which surveys were conducted are part-time providers in addition to their administrative responsibilities.

An examination of Table 5 reveals, as expected, that percents of direct care givers in each category are very close to the percents in the regional totals in Table 1. The N in community consultation and education, and support categories are too small to draw any very firm conclusions about these groups. However, the administration/management category is interesting in that 15.2 percent of respondents who provide services to clients serve only CMI clients and 40.3 percent serve no CMI clients. This may indicate that directors of programs exclusively for CMI clients or exclusively non-CMI clients (such as alcohol programs) also see clients. Or it may indicate that in CMHCs with part-time administrators, administrators concentrate on serving client populations which are priority populations in that CMHC rather than a general caseload.

Discipline of CMI Providers

Table 6 presents information on the average percent of caseloads which are CMI by the discipline of respondents. Table 6 (and Table 7) present information in a different format than other tables in the report. You will remember that each respondent who provided services to at least one client during the sample week was asked to specify what percent of clients seen during the sample week were chronically mentally ill or non-chronically mentally ill. The average percent presented in Table 6 for each discipline was derived in a two-step process. First, for respondents who worked less than full-time during the sample week, the percent of CMI listed by the respondent was multiplied by his/her FTE value to establish a weighted percentage. For instance, a respondent who worked half-time and indicated that 50 percent of clients seen were CMI, the weighted percentage established for that respondent was 25 percent. The second step was to add the percent of CMI clients for all respondents in a given discipline and divide by the total number of FTEs of that discipline. In this analysis a full-time staff member who saw only two clients during the sample week contributes as much to the average percent as does a full-time staff member who saw sixty clients. The reason for analyzing the data in this way is that we're interested in how respondents in the different disciplines are utilized in terms of services to CMI clients. Figure 4 presents information by discipline and gender in graphic form.

Table 6 indicates that the caseloads of psychiatrists tend to contain more CMI clients than do caseloads of other disciplines. Masters level and Ph.D. psychologists' caseloads contain fewer CMI clients than do other disciplines; however, the BA psychologists' caseloads contain about the same proportion of CMI clients as MSW social workers and a larger proportion than BA social workers. Again, the caseloads of the few administrators in the sample have a larger proportion of CMI than any disciplines except psychiatrists.

TABLE 6

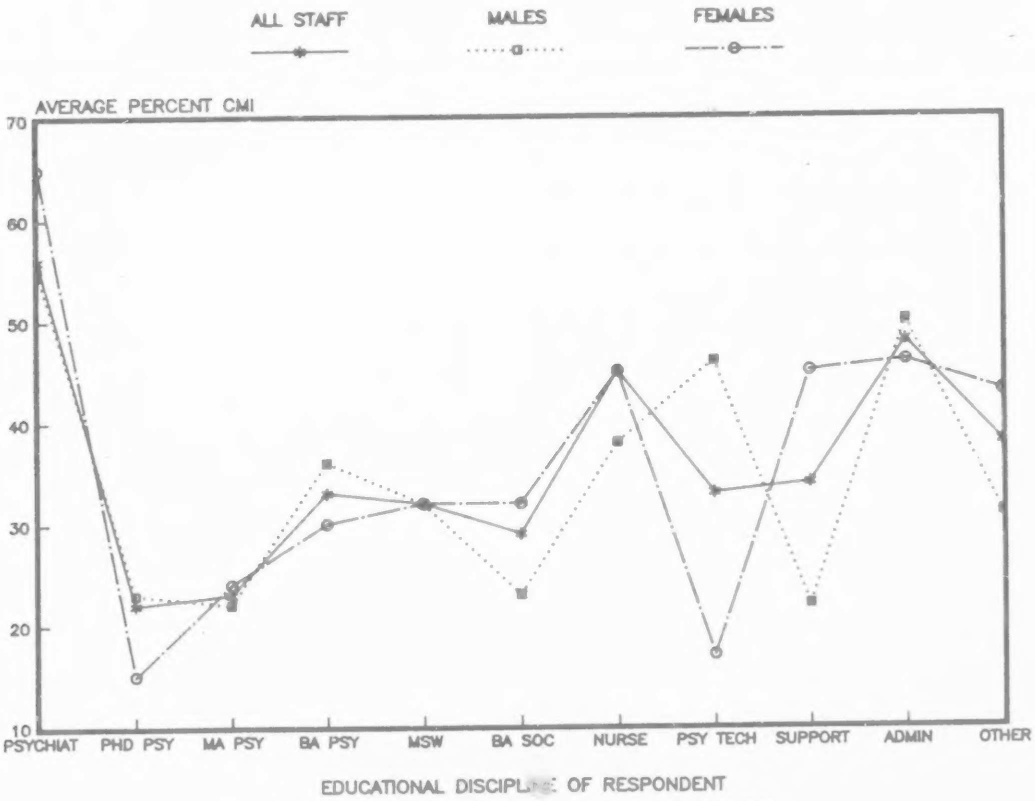
Average Percent of Caseloads Who Are Chronically Mentally Ill
by Type of Staff and Gender
Regional Totals For CMHCs

Gender	Total	Psychiat.	Ph.D. Psychs.	M.A. Psychs.	B.A. Psychs.	M.S.W. Social Workers	B.A. Social Workers	Nurses	Psych. Techs.	Support	Admin.	Other
All Staff												
Av % Caseload CMI	33.2%	56.4%	21.9%	23.0%	33.2%	31.9%	29.4%	44.7%	33.3%	34.2%	47.6%	38.4%
Number of FTEs	1517.6	69.3	160.3	265.0	131.7	252.2	54.7	64.7	22.9	25.3	17.0	454.5
Males												
Av % Caseload CMI	30.6%	55.1%	23.4%	22.4%	36.4%	32.3%	22.6%	37.5%	46.2%	21.5%	50.4%	31.2%
Number of FTEs	770.1	60.5	131.0	165.1	62.5	124.6	16.4	4.0	12.9	11.5	7.0	174.6
Females												
Av % Caseload CMI	35.8%	65.0%	14.9%	23.9%	30.3%	31.6%	32.4%	45.2%	16.7%	44.8%	45.6%	43.0%
Number of FTEs	747.5	8.8	29.3	99.8	69.3	127.6	38.3	60.7	10.0	13.8	10.0	279.9

* Washington's data are not included in this table due to missing job function data.

FIGURE 4

AVE AVERAGE PERCENT CMI CLIENTS BY DISCIPLINE AND GENDER FOR CMHCS CS



DATA BASE INCLUDES 88 CMHCS IN SEVEN STATES

When caseloads of the disciplines are further broken down by sex of the respondents, we find that the caseloads of female staff members contain proportionately more CMI than do caseloads of males. This is particularly true for psychiatrists, BA social workers, and support and other staff. On the other hand, the caseloads of male Ph.D and BA psychologists, psych. techs., and administrators contain a larger proportion of CMI clients than do those of their female counterparts.

Ethnic Minority Background of CMI Servers

Table 7 provides information on the average percent of CMI clients in caseloads of respondents with different ethnic/racial backgrounds. Percents presented in the table were derived by the same method as described in Table 6. Percents of total caseloads which are CMI are somewhat low for black and Native American respondents and higher than average for Asian/Pacific Islander respondents. The Asian/Pacific Islander percent may be somewhat misleading in that almost 90 percent of Asian/Pacific Islander respondents in the regional data base are from Hawaii CMHCs and caseloads of respondents of all ethnic groups in Hawaii CMHCs contain larger proportions of CMI than in other states. Figure 5 presents information for the region and four states which have significant proportions of non-white staff.

Average Clients per FTE

Table 8 presents information on the average number of clients seen during the sample week by respondents whose caseloads contain different proportions of CMI clients. One hypothesis is that staff whose caseloads contain all CMI or a large proportion of CMI serve fewer clients because of the volume of services required by an individual chronically mentally ill client. Table 8 does not support this hypothesis. Staff whose caseloads contain 76-99 percent CMI have the largest average caseload, seeing 31.9 clients during the sample week. This finding is confounded by two factors. One is the duplication of client counts. Although each respondent was asked to list the number of different clients seen in the sample week and to count each individual client only once, an individual client may appear in the caseload of more than one respondent. For example, a respondent working in a partial care program may list many of the same clients in his/her caseload as other respondents working in the sample partial care program. A second problem is that CMI clients may be seen more frequently in group, partial care, residential or in-patient program elements. Because several clients are seen at one time, caseloads of staff working in these group treatment modalities tend to be higher than caseloads of staff primarily involved in individual client treatment.

Patterns in Table 8 which deserve further analysis in future reports are the higher average number of clients seen by respondents whose caseloads are 76-99 percent CMI; and the rather sharp dropoff in the average clients per FTE of respondents who see only CMI clients. These patterns are fairly uniform across the states as well as for the region. The other pattern which may warrant much further exploration is the lower average number of clients seen by respondents who have no CMI in their caseloads. Figure 6 presents client per FTE information for the region and three of the seven states.

TABLE 7

REGIONAL COMPARISONS - CMI BREAKDOWN

ETHNICITY PROFILE

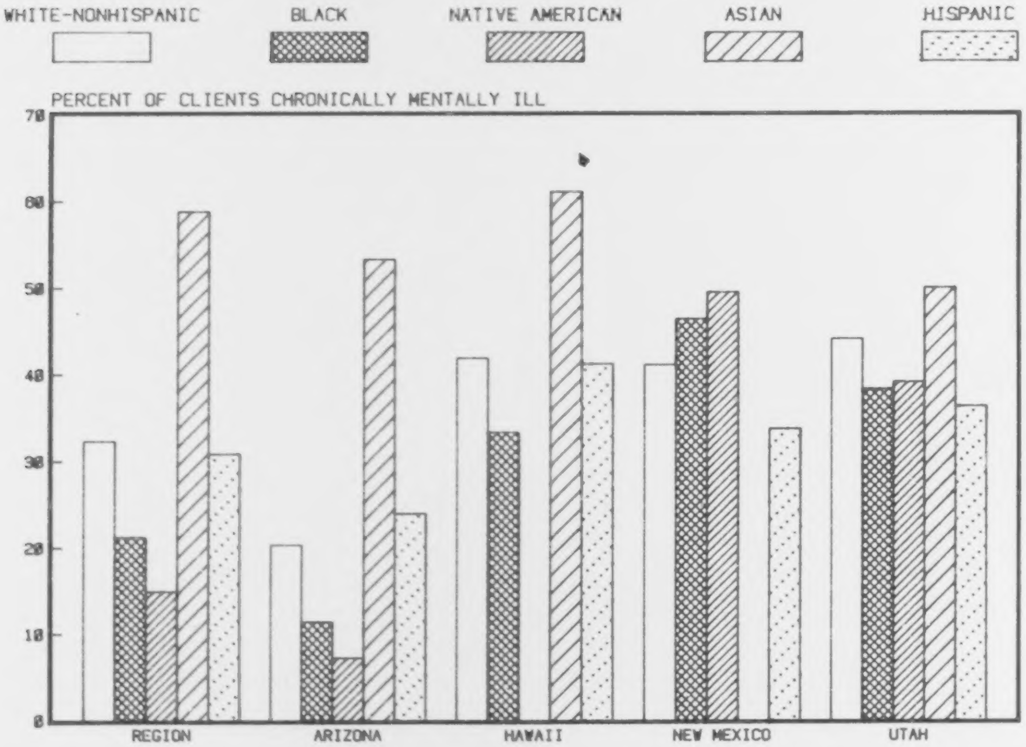
CMHC DIRECT-CARE RESPONDENTS

Percent Effort per FTE, and Total FTE
Broken down by Ethnic Group and Client Chronicity

	CHRONIC MI	NON-CHRONIC	TOTAL
	AVE %/FTE	AVE %/FTE	TOTAL FTE
White	32.3%	67.7%	1137.0
Black	21.2%	78.9%	43.4
Nat. Amer.	14.9%	85.1%	49.6
Asian	58.8%	41.2%	109.1
Hispanic	30.8%	69.3%	125.5

FIGURE 5

AVERAGE PERCENT CMI CLIENTS BY RESPONDENT ETHNIC GROUP



DATA BASE INCLUDES 88 CMHCS AND 7 STATES.

TABLE 8

REGIONAL COMPARISONS - CMI BACKGROUND

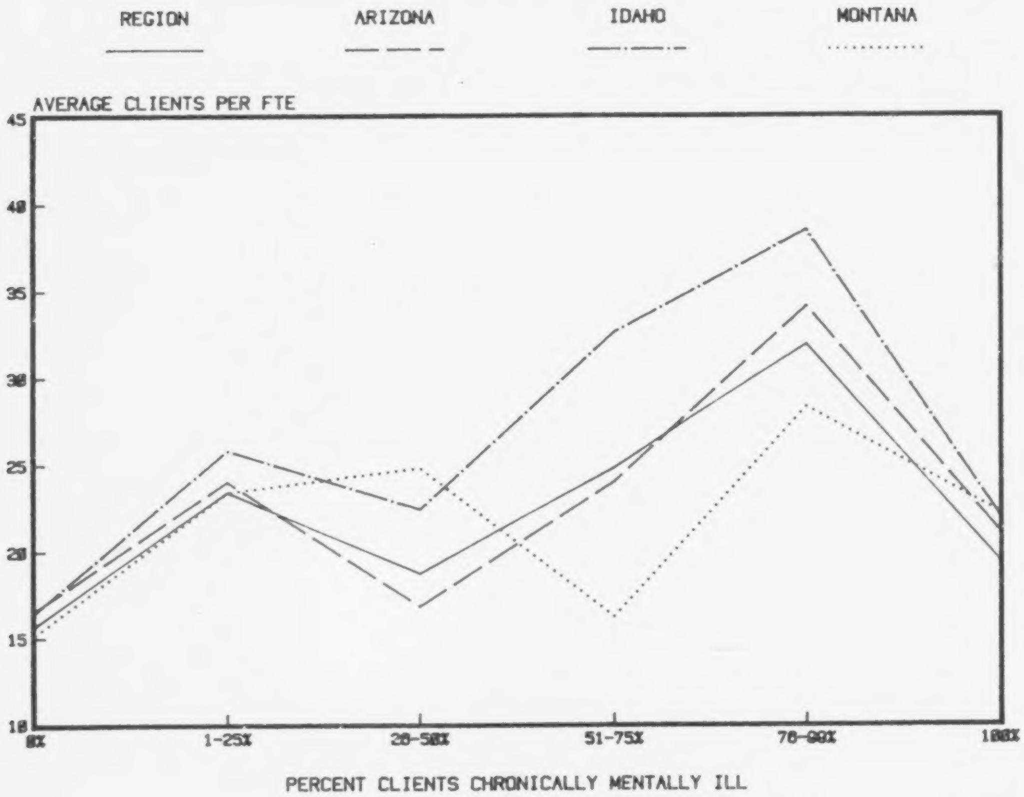
DIRECT-CARE PROVIDERS CMHC RESPONDENTS

Clients per FTE, and FTE
Broken down by Percent CMI

	0%	1-25%	26-50%	51-75%	76-99%	100%	Total
	CLIENTS/FTE (FTE)	CLIENTS/FTE (FTE)	CLIENTS/FTE (FTE)	CLIENTS/FTE (FTE)	CLIENTS/FTE (FTE)	CLIENTS/FTE (FTE)	CLIENTS/FTE (FTE)
Alaska	11.9 (16.7)	20.3 (28.1)	14.0 (10.6)	26.5 (2.0)	25.0 (1.0)	14.0 (2.5)	16.9 (60.9)
Arizona	16.6 (269.5)	24.0 (185.8)	16.8 (53.3)	24.0 (28.2)	34.1 (34.1)	21.1 (34.5)	20.5 (605.3)
Hawaii	10.0 (39.6)	18.7 (32.2)	18.5 (26.8)	20.7 (19.4)	30.4 (31.4)	20.8 (42.3)	19.5 (191.6)
Idaho	16.5 (5.5)	25.8 (27.3)	22.4 (17.6)	32.6 (7.0)	38.5 (6.0)	22.0 (3.5)	25.8 (66.9)
Montana	15.2 (23.9)	23.4 (47.7)	24.8 (18.0)	16.2 (8.4)	28.3 (20.5)	22.2 (17.4)	22.3 (135.9)
New Mexico	11.7 (28.9)	21.5 (33.6)	15.7 (27.6)	26.2 (22.2)	27.4 (8.0)	13.3 (19.4)	18.3 (139.6)
Utah	18.6 (51.1)	24.5 (95.1)	19.8 (51.1)	27.0 (36.2)	32.8 (47.6)	18.5 (39.8)	23.6 (320.8)
Regional Total	15.7 (435.2)	23.4 (449.7)	18.7 (205.0)	24.8 (123.3)	31.9 (148.6)	19.4 (159.3)	21.1 (1521.1)

FIGURE 6

AVERAGE CLIENTS PER FTE BY PERCENT CMI CLIENTS



DATA BASE INCLUDES 88 CMHCS AND 7 STATES.

SUMMARY AND CONCLUSIONS

The descriptive data from the WICHE Regional Human Resource Data Base provide a picture of who serves the chronically mentally ill in state-supported community facilities in the west.

Criticism has been leveled at the community mental health center system in recent years that centers have not provided an appropriate level of services for the chronically mentally ill. This study provides some information bearing on this issue. In general, it appears that centers do concentrate on this population somewhat more than the experts may have thought, although there is considerable variation among states and among centers in this regard. The NIMH facility data indicate that slightly over 20 percent of western CMHCs have 50 percent or more of their annual clients who are CMI. Over 50 percent of CMHCs have 20 percent or more of their clients who are CMI. In the 1981 WICHE survey all but 28.5 percent of staff who provide treatment services serve some CMI clients and 28.4 percent of respondents have more than 50 percent of their clients who are CMI. The range among the states in proportion of respondents whose caseloads contain more than 50 percent CMI is from 9 percent to 48.4 percent.

The WICHE data also provide some clues as to how CMI are served in western CMHCs. In most states, staff in CMHCs tend to provide services to both CMI and non-CMI clients. Only 10.6 percent of respondents (range 4.1 percent to 22 percent) serve CMI exclusively. This may be due partly to the number of small CMHCs in the west in which staff need to be generalists, serving all types of clients that come to the center. It may also be due to the fact that in 1981 the move towards setting up specialized community support system services for CMI was just beginning to develop in the western states.

The analyses of types of staff and characteristics of staff who serve larger and smaller proportions of CMI indicate that:

- Staff with non-degree certificates, primarily LPNs, AA degree, and BA degree staff, are more heavily utilized in treating CMI clients than are staff with graduate degrees or staff with high school diplomas or less. This may indicate the beginning of a CMI specialization at the para-professional level to provide services to CMI in psycho-social rehabilitation programs, in residential facilities, and in case management.

- Disciplines which have highest caseloads of CMI are psychiatrists, nurses, and "other direct care" staff. The "other direct care" staff includes a miscellany of degrees and specializations including rehabilitation therapy degrees as well as large numbers of non-certified mental health workers. Because of the number of staff in this category and the variety of education levels and disciplines included, further analysis of this category and the special skills they may have to offer for treatment of CMI should be performed. Graduate psychologists, both Ph.D. and Master's level, are less involved in treatment of CMI than any other discipline.

- Salary levels of respondents who serve large numbers of CMI tend to reflect the education level and disciplines who serve large proportions of CMI. Both lowest and highest salary levels are over-represented.

- Tenure with the agency is at least as long or longer for respondents who serve large proportions of CMI compared with those who do not.

- Slightly more women than men have high CMI caseloads but this varies widely among the disciplines.

- Data on the proportion of CMI served by staff of different ethnic/racial backgrounds indicate that Native American, Black, and, to some extent, Hispanic staff have caseloads with fewer CMI than do non-Hispanic White and Asian/Pacific Islander staff.

The average size of caseloads of staff who serve large proportions of CMI vs. those serving no or small proportions of CMI deserves further study. The size of caseloads of staff whose caseloads contain 76 percent to 99 percent CMI are larger than any other category. This may be due to the fact that CMI are often seen in group settings (partial care, residential, and in-patient). However, staff whose caseloads are exclusively CMI have much smaller caseloads although not as small as staff who serve no CMI clients. This is true for all states as well as the region. The reason for this large discrepancy in caseload size between staff who have 76 percent to 99 percent CMI in their caseload and staff who have 100 percent in their caseload is not clear.

What are some of the implications of the current utilization of staff in serving CMI described in this report?

- Currently CMHCs are utilizing diploma, AA-, and BA-degree staff more than graduate-degree staff (except for psychiatrists) in treating CMI. Does this mean that CMI clients are most appropriately served by this level of staff? Or that graduate clinicians are resisting becoming involved in treatment of CMI? Or that graduate mental health education is not preparing professionals to serve this population? What are the implications regarding quality of care? Pre-service and in-service training? Forecasting mental health personnel requirements in future years? Are the roles and responsibilities of graduate and para-professional staff different in serving CMI?

- Currently Black, Native American, and, to a lesser extent, Hispanic staff are under-utilized in CMHC services to CMI. Does this mean that minorities are not proportionately represented in the education and discipline categories from which CMI services are being drawn? Or that minority staff resist working with CMI? Or that minority staff are utilized to meet other priority needs of CMHCs such as consultation, education, and retraining? How does this affect services for minority CMI clients? Are they being served appropriately by CMHCs? Are minority CMI clients proportionately represented among CMI clients served by CMHCs?

- Currently three-fourths of CMHC treatment staff provide some services to CMI clients. Is this the most efficient and effective way for CMHCs to provide services to CMI? Is this changing as we learn more about community treatment for CMI? As more states and CMHCs place a higher priority on services to CMI? What are the implications for staff recruitment, pre-service training, and in-service training? Should professionals who plan to work in public sector mental health be required to receive training in the knowledge and skills needed to work effectively with CMI?

Obviously descriptive data from a mental health human resource data base do not provide definitive answers to all the questions mental health administrators have about what staff with what characteristics in what combination serve CMI clients most effectively and efficiently. However, descriptive staffing data when linked with client data, i.e. the proportion of CMI served, can provide a picture of current utilization of staff in CMHCs in the region as a baseline for assessing staff utilization in a given CMHC or state. Descriptive data can be used to identify issues and potential problems which may need further exploration or which need to be considered in planning and developing policies and programs to improve services for CMI clients. And, finally, data provided in this report can be used as a baseline to measure changes in staffing patterns, staff characteristics and activities, and proportions of services to CMI as staff are resurveyed in the future.

Appendix

NOTE: The following State Tables show FTE Tables on the reverse side of Percent of Total FTE Tables.

Tables	
2	Education Profile - CMHCs
3	Salary Profile - CMHCs
5	Job Function Profile - CMHCs

TABLE 2a

STATE CMHCs -- CMI BREAKDOWN

EDUCATION PROFILE

PERCENT TABLE

LESS THAN HIGH SCHOOL

Percent of Total (Row) FTE for CMHC Respondents
Broken down by CMI Population and Education Level

	0%	1-25%	26-50%	51-75%	76-99%	100%	Total
	%/FTE	%/FTE	%/FTE	%/FTE	%/FTE	%/FTE	%/FTE
Alaska	.0%	100.0%	.0%	.0%	.0%	.0%	100.0%
Arizona	42.9%	28.6%	28.6%	.0%	.0%	.0%	100.0%
Hawaii	.0%	100.0%	.0%	.0%	.0%	.0%	100.0%
Idaho	.0%	.0%	.0%	.0%	.0%	.0%	100.0%
Montana	.0%	.0%	.0%	.0%	100.0%	.0%	100.0%
New Mexico	.0%	.0%	.0%	100.0%	.0%	.0%	100.0%
Utah	.0%	.0%	.0%	.0%	100.0%	.0%	100.0%
Regional Total	25.0%	33.3%	16.7%	8.3%	16.7%	.0%	100.0%

TABLE 2b

STATE CMHCs -- CMI BREAKDOWN

EDUCATION PROFILE

FTE TABLE

LESS THAN HIGH SCHOOL

FTE for CMHC Respondents
Broken down by CMI Population and Education Level

	0%	1-25%	26-50%	51-75%	76-99%	100%	Total
	FTE	FTE	FTE	FTE	FTE	FTE	FTE
Alaska	.0	1.0	.0	.0	.0	.0	1.0
Arizona	3.0	2.0	2.0	.0	.0	.0	7.0
Hawaii	.0	1.0	.0	.0	.0	.0	1.0
Idaho	.0	.0	.0	.0	.0	.0	.0
Montana	.0	.0	.0	.0	1.0	.0	1.0
New Mexico	.0	.0	.0	1.0	.0	.0	1.0
Utah	.0	.0	.0	.0	1.0	.0	1.0
Total Without IHS	3.0	4.0	2.0	1.0	2.0	.0	12.0

TABLE 2c

STATE CMHCs -- CMI BREAKDOWN

EDUCATION PROFILE

PERCENT TABLE

HIGH SCHOOL OR GED

Percent of Total (Row) FTE for CMHC Respondents
Broken down by CMI Population and Education Level

	0%	1-25%	26-50%	51-75%	76-99%	100%	Total
	%/FTE	%/FTE	%/FTE	%/FTE	%/FTE	%/FTE	%/FTE
Alaska	60.4%	24.5%	.0%	15.1%	.0%	.0%	100.0%
Arizona	52.5%	30.3%	9.8%	1.1%	2.1%	4.2%	100.0%
Hawaii	14.3%	.0%	14.3%	.0%	21.4%	50.0%	100.0%
Idaho	.0%	.0%	.0%	.0%	.0%	.0%	100.0%
Montana	20.0%	.0%	11.0%	12.5%	40.0%	16.5%	100.0%
New Mexico	32.9%	18.3%	20.5%	11.9%	.0%	16.5%	100.0%
Utah	11.3%	14.6%	24.3%	7.6%	21.8%	20.5%	100.0%
Regional Total	38.7%	21.8%	13.7%	4.8%	8.3%	12.7%	100.0%

TABLE 2d

STATE CMHCs -- CMI BREAK DOWN

EDUCATION PROFILE

FTE TABLE

HIGH SCHOOL OR GED

FTE for CMHC Respondents
Broken down by CMI Population and Education Level

	0%	1-25%	26-50%	51-75%	76-99%	100%	Total
	FTE	FTE	FTE	FTE	FTE	FTE	FTE
Alaska	4.0	1.6	.0	1.0	.0	.0	6.6
Arizona	49.5	28.5	9.2	1.0	2.0	4.0	94.2
Hawaii	2.0	.0	2.0	.0	3.0	7.0	14.0
Idaho	.0	.0	.0	.0	.0	.0	.0
Montana	2.0	.0	1.1	1.2	4.0	1.7	10.0
New Mexico	9.0	5.0	5.6	3.2	.0	4.5	27.4
Utah	3.1	4.0	6.7	2.1	6.0	5.6	27.5
Total Without IHS	69.6	39.1	24.6	8.6	15.0	22.8	179.7

TABLE 2e

EDUCATION PROFILE

STATE CMHCs -- CMI BREAKDOWN

PERCENT TABLE

NONDEGREE CERTIFICATE

Percent of Total (Row) FTE for CMHC Respondents
Broken down by CMI Population and Education Level

	0%	1-25%	26-50%	51-75%	76-99%	100%	Total
	%/FTE	%/FTE	%/FTE	%/FTE	%/FTE	%/FTE	%/FTE
Alaska	.0%	.0%	100.0%	.0%	.0%	.0%	100.0%
Arizona	42.9%	42.9%	9.5%	.0%	4.8%	.0%	100.0%
Hawaii	11.1%	5.6%	14.8%	9.3%	25.9%	33.3%	100.0%
Idaho	.0%	100.0%	.0%	.0%	.0%	.0%	100.0%
Montana	.0%	14.0%	14.0%	.0%	44.1%	28.0%	100.0%
New Mexico	11.4%	22.9%	22.9%	22.9%	.0%	20.0%	100.0%
Utah	17.2%	.0%	17.2%	.0%	34.5%	31.0%	100.0%
Regional Total	17.1%	16.0%	16.0%	7.0%	20.2%	23.6%	100.0%

TABLE 2f

EDUCATION PROFILE

STATE CMHCs -- CMI BREAKDOWN

FTE TABLE

NONDEGREE CERTIFICATE

FTE for CMHC Respondents
Broken down by CMI Population and Education Level

	0%	1-25%	26-50%	51-75%	76-99%	100%	Total
	FTE	FTE	FTE	FTE	FTE	FTE	FTE
Alaska	.0	.0	2.0	.0	.0	.0	2.0
Arizona	9.0	9.0	2.0	.0	1.0	.0	21.0
Hawaii	6.0	3.0	8.0	5.0	14.0	18.0	54.0
Idaho	.0	1.0	.0	.0	.0	.0	1.0
Montana	.0	1.0	1.0	.0	3.2	2.0	7.2
New Mexico	1.0	2.0	2.0	2.0	.0	1.7	8.8
Utah	1.0	.0	1.0	.0	2.0	1.8	5.8
Total Without IHS	17.0	16.0	16.0	7.0	20.1	23.6	99.7

TABLE 2g

EDUCATION PROFILE

STATE CMHCs -- CMI BREAKDOWN

PERCENT TABLE

ASSOCIATE DEGREE

Percent of Total (Row) FTE for CMHC Respondents
Broken down by CMI Population and Education Level

	0%	1-25%	26-50%	51-75%	76-99%	100%	Total
	%/FTE	%/FTE	%/FTE	%/FTE	%/FTE	%/FTE	%/FTE
Alaska	.0%	.0%	.0%	.0%	.0%	.0%	100.0%
Arizona	63.1%	24.7%	3.6%	.0%	3.6%	5.0%	100.0%
Hawaii	.0%	.0%	50.0%	.0%	.0%	50.0%	100.0%
Idaho	.0%	.0%	.0%	.0%	.0%	.0%	100.0%
Montana	33.3%	.0%	.0%	.0%	33.3%	33.3%	100.0%
New Mexico	.0%	.0%	25.0%	25.0%	25.0%	25.0%	100.0%
Utah	22.5%	11.3%	11.3%	16.9%	21.1%	16.9%	100.0%
Regional Total	41.3%	16.2%	9.2%	7.3%	12.4%	13.6%	100.0%

TABLE 2h

EDUCATION PROFILE

STATE CMHCs -- CMI BREAKDOWN

FTE TABLE

ASSOCIATE DEGREE

FTE for CMHC Respondents
Broken down by CMI Population and Education Level

	0%	1-25%	26-50%	51-75%	76-99%	100%	Total
	FTE	FTE	FTE	FTE	FTE	FTE	FTE
Alaska	.0	.0	.0	.0	.0	.0	.0
Arizona	17.5	6.9	1.0	.0	1.0	1.4	27.8
Hawaii	.0	.0	1.0	.0	.0	1.0	2.0
Idaho	.0	.0	.0	.0	.0	.0	.0
Montana	1.0	.0	.0	.0	1.0	1.0	3.0
New Mexico	.0	.0	1.0	1.0	1.0	1.0	4.0
Utah	4.0	2.0	2.0	3.0	3.7	3.0	17.7
Total Without IHS	22.5	8.9	5.0	4.0	6.8	7.4	54.5

TABLE 2i

EDUCATION PROFILE

STATE CMHCs -- CMI BREAKDOWN

PERCENT TABLE

BACHELOR'S DEGREE

Percent of Total (Row) FTE for CMHC Respondents
Broken down by CMI Population and Education Level

	0%	1-25%	26-50%	51-75%	76-99%	100%	Total
	%/FTE	%/FTE	%/FTE	%/FTE	%/FTE	%/FTE	%/FTE
Alaska	.0%	57.1%	28.6%	.0%	.0%	14.3%	100.0%
Arizona	48.9%	24.3%	2.7%	7.7%	7.9%	8.5%	100.0%
Hawaii	9.5%	20.9%	16.2%	21.0%	19.0%	13.3%	100.0%
Idaho	.0%	13.8%	.0%	34.5%	17.2%	34.5%	100.0%
Montana	16.1%	16.5%	9.7%	10.1%	19.9%	27.7%	100.0%
New Mexico	15.0%	33.9%	21.0%	9.0%	6.7%	14.4%	100.0%
Utah	18.5%	22.3%	17.1%	9.8%	16.7%	15.5%	100.0%
Regional Total	28.1%	24.0%	10.9%	10.2%	12.4%	14.3%	100.0%

TABLE 2j

EDUCATION PROFILE

STATE CMHCs -- CMI BREAKDOWN

FTE TABLE

BACHELOR'S DEGREE

FTE for CMHC Respondents
Broken down by CMI Population and Education Level

	0%	1-25%	26-50%	51-75%	76-99%	100%	Total
	FTE	FTE	FTE	FTE	FTE	FTE	FTE
Alaska	.0	2.0	1.0	.0	.0	.5	3.5
Arizona	50.7	25.1	2.7	8.0	8.2	8.8	103.5
Hawaii	2.0	4.4	3.4	4.4	4.0	2.8	21.0
Idaho	.0	.8	.0	2.0	1.0	2.0	5.8
Montana	5.0	5.1	3.0	3.1	6.2	8.6	31.0
New Mexico	5.0	11.3	7.0	3.0	2.2	4.8	33.3
Utah	13.1	15.8	12.2	7.0	11.9	11.1	71.1
Total Without IHS	75.8	64.6	29.3	27.6	33.5	38.5	269.3

TABLE 2k

EDUCATION PROFILE

STATE CMHCs -- CMI BREAKDOWN

PERCENT TABLE

MASTER'S DEGREE

Percent of Total (Row) FTE for CMHC Respondents
Broken down by CMI Population and Education Level

	0%	1-25%	26-50%	51-75%	76-99%	100%	Total
	%/FTE	%/FTE	%/FTE	%/FTE	%/FTE	%/FTE	%/FTE
Alaska	28.1%	51.3%	11.2%	3.1%	3.1%	3.1%	100.0%
Arizona	40.5%	31.8%	11.2%	5.4%	5.8%	5.3%	100.0%
Hawaii	37.2%	25.5%	8.5%	8.5%	4.3%	16.0%	100.0%
Idaho	9.0%	42.4%	27.1%	9.0%	9.0%	3.4%	100.0%
Montana	22.8%	46.4%	13.9%	5.3%	4.6%	7.1%	100.0%
New Mexico	22.0%	26.5%	16.0%	18.0%	6.0%	11.6%	100.0%
Utah	14.8%	40.4%	14.1%	10.6%	12.2%	7.8%	100.0%
Regional Total	29.0%	36.0%	13.3%	7.8%	7.0%	7.0%	100.0%

TABLE 21

STATE CMHCs -- CMI BREAKDOWN

MASTER'S DEGREE

FTE for CMHC Respondents
Broken down by CMI Population and Education Level

	0%	1-25%	26-50%	51-75%	76-99%	100%	Total
	FTE	FTE	FTE	FTE	FTE	FTE	FTE
Alaska	9.0	16.5	3.6	1.0	1.0	1.0	32.1
Arizona	111.0	87.3	30.8	14.9	16.0	14.5	274.4
Hawaii	17.5	12.0	4.0	4.0	2.0	7.5	47.0
Idaho	4.0	18.8	12.0	4.0	4.0	1.5	44.3
Montana	12.9	26.3	7.9	3.0	2.6	4.0	56.7
New Mexico	11.0	13.3	8.0	9.0	3.0	5.8	50.1
Utah	20.0	54.5	19.0	14.4	16.4	10.6	134.8
Total Without IHS	185.5	228.6	85.2	50.2	45.0	44.9	639.4

TABLE 2m

EDUCATION PROFILE

STATE CMHCs -- CMI BREAKDOWN

PERCENT TABLE

DOCTORATE

Percent of Total (Row) FTE for CMHC Respondents
Broken down by CMI Population and Education Level

	0%	1-25%	26-50%	51-75%	76-99%	100%	Total
	%/FTE	%/FTE	%/FTE	%/FTE	%/FTE	%/FTE	%/FTE
Alaska	25.6%	55.8%	9.3%	.0%	.0%	9.3%	100.0%
Arizona	35.5%	34.5%	5.8%	5.5%	7.6%	11.2%	100.0%
Hawaii	23.3%	23.6%	16.9%	12.1%	16.1%	8.0%	100.0%
Idaho	.0%	47.0%	39.1%	7.0%	7.0%	.0%	100.0%
Montana	12.9%	61.3%	21.5%	4.3%	.0%	.0%	100.0%
New Mexico	24.6%	9.9%	24.6%	18.7%	7.4%	14.8%	100.0%
Utah	16.9%	27.2%	17.6%	13.8%	11.2%	13.3%	100.0%
Regional Total	23.5%	33.8%	15.2%	9.1%	9.1%	9.4%	100.0%

TABLE 2n

STATE CMHCs -- CMI BREAKDOWN

EDUCATION PROFILE

FTE TABLE

DOCTORATE

FTE for CMHC Respondents
Broken down by CMI Population and Education Level

	0%	1-25%	26-50%	51-75%	76-99%	100%	Total
	FTE	FTE	FTE	FTE	FTE	FTE	FTE
Alaska	2.7	6.0	1.0	.0	.0	1.0	10.8
Arizona	27.8	27.1	4.6	4.3	5.9	8.8	78.4
Hawaii	11.6	11.7	8.4	6.0	8.0	4.0	49.7
Idaho	.0	6.8	5.6	1.0	1.0	.0	14.4
Montana	3.0	14.2	5.0	1.0	.0	.0	23.3
New Mexico	2.5	1.0	2.5	1.9	.8	1.5	10.2
Utah	9.8	15.8	10.2	8.0	6.5	7.8	58.2
Total Without IHS	57.5	82.7	37.3	22.2	22.2	23.0	244.9

TABLE 2o

STATE CMHCs -- CMI BREAKDOWN

EDUCATION PROFILE

PERCENT TABLE

OTHER

Percent of Total (Row) FTE for CMHC Respondents
Broken down by CMI Population and Education Level

	0%	1-25%	26-50%	51-75%	76-99%	100%	Total
	%/FTE	%/FTE	%/FTE	%/FTE	%/FTE	%/FTE	%/FTE
Alaska	20.0%	20.0%	60.0%	.0%	.0%	.0%	100.0%
Arizona	.0%	.0%	.0%	.0%	.0%	.0%	100.0%
Hawaii	100.0%	.0%	.0%	.0%	.0%	.0%	100.0%
Idaho	.0%	.0%	.0%	.0%	.0%	.0%	100.0%
Montana	.0%	57.1%	.0%	.0%	31.4%	11.4%	100.0%
New Mexico	20.0%	.0%	26.7%	53.3%	.0%	.0%	100.0%
Utah	.0%	52.2%	.0%	47.8%	.0%	.0%	100.0%
Regional Total	15.6%	32.5%	22.7%	24.0%	3.9%	1.3%	100.0%

TABLE 2p

STATE CMHCs -- CMI BREAKDOWN

OTHER

FTE for CMHC Respondents
Broken down by CMI Population and Education Level

	0%	1-25%	26-50%	51-75%	76-99%	100%	Total
	FTE	FTE	FTE	FTE	FTE	FTE	FTE
Alaska	1.0	1.0	3.0	.0	.0	.0	5.0
Arizona	.0	.0	.0	.0	.0	.0	.0
Hawaii	1.0	.0	.0	.0	.0	.0	1.0
Idaho	.0	.0	.0	.0	.0	.0	.0
Montana	.0	1.0	.0	.0	.6	.2	1.8
New Mexico	.4	.0	.5	1.0	.0	.0	1.9
Utah	.0	3.0	.0	2.7	.0	.0	5.8
Total Without IHS	2.4	5.0	3.5	3.7	.6	.2	15.4

TABLE 3a

SALARY PROFILE

STATE CMHCs -- CMI BREAKDOWN

PERCENT TABLE

ANNUAL FULL-TIME SALARY: LESS THAN $7,500

Percent of Total (Row) FTE for CMHC Respondents
Broken down by CMI Population and Salary Level

	0%	1-25%	26-50%	51-75%	76-99%	100%	Total
	% FTE	% FTE	% FTE	% FTE	% FTE	% FTE	% FTE
Alaska	.0%	.0%	.0%	.0%	.0%	.0%	100.0%
Arizona	60.0%	16.7%	13.3%	.0%	3.3%	6.7%	100.0%
Hawaii	50.0%	.0%	50.0%	.0%	.0%	.0%	100.0%
Idaho	.0%	.0%	.0%	.0%	.0%	.0%	100.0%
Montana	.0%	.0%	.0%	.0%	.0%	.0%	100.0%
New Mexico	25.0%	.0%	25.0%	.0%	.0%	50.0%	100.0%
Utah	8.3%	8.3%	25.0%	25.0%	16.7%	16.7%	100.0%
Regional Total	43.8%	12.5%	18.8%	6.3%	6.3%	12.5%	100.0%

SALARY PROFILE

FTE TABLE

TABLE 3b

STATE CMHCs -- CMI BREAKDOWN

ANNUAL FULL-TIME SALARY: LESS THAN $7,500

FTE for CMHC Respondents
Broken down by CMI Population and Salary Level

	0%	1-25%	26-50%	51-75%	76-99%	100%	Total
	FTE	FTE	FTE	FTE	FTE	FTE	FTE
Alaska	.0	.0	.0	.0	.0	.0	.0
Arizona	18.0	5.0	4.0	.0	1.0	2.0	30.0
Hawaii	1.0	.0	1.0	.0	.0	.0	2.0
Idaho	.0	.0	.0	.0	.0	.0	.0
Montana	.0	.0	.0	.0	.0	.0	.0
New Mexico	1.0	.0	1.0	.0	.0	2.0	4.0
Utah	1.0	1.0	3.0	3.0	2.0	2.0	12.0
Regional Total	21.0	6.0	9.0	3.0	3.0	6.0	48.0

TABLE 3c

STATE CMHCs -- CMI BREAKDOWN

SALARY PROFILE

PERCENT TABLE

ANNUAL FULL-TIME SALARY: $7,500 TO $12,499

Percent of Total (Row) FTE for CMHC Respondents
Broken down by CMI Population and Salary Level

	0%	1-25%	26-50%	51-75%	76-99%	100%	Total
	% FTE	% FTE	% FTE	% FTE	% FTE	% FTE	% FTE
Alaska	20.0%	20.0%	60.0%	.0%	.0%	.0%	100.0%
Arizona	60.7%	25.9%	4.4%	3.0%	1.5%	4.4%	100.0%
Hawaii	14.3%	7.1%	7.1%	7.1%	35.7%	28.6%	100.0%
Idaho	.0%	.0%	.0%	100.0%	.0%	.0%	100.0%
Montana	.0%	.0%	.0%	.0%	.0%	.0%	100.0%
New Mexico	31.6%	18.4%	21.1%	18.4%	5.3%	5.3%	100.0%
Utah	25.0%	21.9%	18.8%	6.3%	21.9%	6.3%	100.0%
Regional Total	46.7%	22.7%	10.7%	6.7%	7.1%	6.2%	100.0%

SALARY PROFILE

FTE TABLE

TABLE 3d

STATE CMHCs -- CMI BREAKDOWN

ANNUAL FULL-TIME SALARY: $7,500 TO $12,499

FTE for CMHC Respondents
Broken down by CMI Population and Salary Level

	0%	1-25%	26-50%	51-75%	76-99%	100%	Total
	FTE	FTE	FTE	FTE	FTE	FTE	FTE
Alaska	1.0	1.0	3.0	.0	.0	.0	5.0
Arizona	82.0	35.0	6.0	4.0	2.0	6.0	135.0
Hawaii	2.0	1.0	1.0	1.0	5.0	4.0	14.0
Idaho	.0	.0	.0	1.0	.0	.0	1.0
Montana	.0	.0	.0	.0	.0	.0	.0
New Mexico	12.0	7.0	8.0	7.0	2.0	2.0	38.0
Utah	8.0	7.0	6.0	2.0	7.0	2.0	32.0
Regional Total	105.0	51.0	24.0	15.0	16.0	14.0	225.0

TABLE 3e

SALARY PROFILE

STATE CMHCs -- CMI BREAKDOWN

PERCENT TABLE

ANNUAL FULL-TIME SALARY: $12,500 TO $17,499

Percent of Total (Row) FTE for CMHC Respondents
Broken down by CMI Population and Salary Level

	0%	1-25%	26-50%	51-75%	76-99%	100%	Total
	% FTE	% FTE	% FTE	% FTE	% FTE	% FTE	% FTE
Alaska	25.0%	50.0%	25.0%	.0%	.0%	.0%	100.0%
Arizona	37.6%	38.6%	10.7%	2.5%	3.6%	7.1%	100.0%
Hawaii	23.0%	12.2%	14.9%	6.8%	12.2%	31.1%	100.0%
Idaho	.0%	33.3%	33.3%	33.3%	.0%	.0%	100.0%
Montana	.0%	.0%	.0%	.0%	.0%	.0%	100.0%
New Mexico	15.6%	34.4%	9.4%	21.9%	6.3%	12.5%	100.0%
Utah	7.6%	27.3%	15.2%	9.1%	24.2%	16.7%	100.0%
Regional Total	27.1%	31.1%	12.5%	6.4%	9.0%	13.8%	100.0%

TABLE 3f

STATE CMHCs -- CMI BREAKDOWN

ANNUAL FULL-TIME SALARY: $12,500 TO $17,499

FTE for CMHC Respondents
Broken down by CMI Population and Salary Level

	0%	1-25%	26-50%	51-75%	76-99%	100%	Total
	FTE	FTE	FTE	FTE	FTE	FTE	FTE
Alaska	1.0	2.0	1.0	.0	.0	.0	4.0
Arizona	74.0	76.0	21.0	5.0	7.0	14.0	197.0
Hawaii	17.0	9.0	11.0	5.0	9.0	23.0	74.0
Idaho	.0	1.0	1.0	1.0	.0	.0	3.0
Montana	.0	.0	.0	.0	.0	.0	.0
New Mexico	5.0	11.0	3.0	7.0	2.0	4.0	32.0
Utah	5.0	18.0	10.0	6.0	16.0	11.0	66.0
Regional Total	102.0	117.0	47.0	24.0	34.0	52.0	376.0

SALARY PROFILE

TABLE 3g

STATE CMHCs -- CMI BREAKDOWN

PERCENT TABLE

ANNUAL FULL-TIME SALARY: $17,500 TO $22,499

Percent of Total (Row) FTE for CMHC Respondents
Broken down by CMI Population and Salary Level

	0%	1-25%	26-50%	51-75%	76-99%	100%	Total
	% FTE	% FTE	% FTE	% FTE	% FTE	% FTE	% FTE
Alaska	33.3%	16.7%	33.3%	16.7%	.0%	.0%	100.0%
Arizona	33.9%	31.5%	9.7%	8.1%	13.7%	3.2%	100.0%
Hawaii	27.1%	18.8%	8.3%	14.6%	14.6%	16.7%	100.0%
Idaho	10.3%	41.4%	31.0%	3.4%	6.9%	6.9%	100.0%
Montana	.0%	.0%	.0%	.0%	.0%	.0%	100.0%
New Mexico	12.5%	29.2%	33.3%	12.5%	4.2%	8.3%	100.0%
Utah	16.2%	35.1%	10.8%	16.2%	9.5%	12.2%	100.0%
Regional Total	24.6%	30.8%	14.1%	11.1%	11.1%	8.2%	100.0%

TABLE 3h

STATE CMHCs -- CMI BREAKDOWN

SALARY PROFILE

FTE TABLE

ANNUAL FULL-TIME SALARY: $17,500 TO $22,499

FTE for CMHC Respondents
Broken down by CMI Population and Salary Level

	0%	1-25%	26-50%	51-75%	76-99%	100%	Total
	FTE	FTE	FTE	FTE	FTE	FTE	FTE
Alaska	2.0	1.0	2.0	1.0	.0	.0	6.0
Arizona	42.0	39.0	12.0	10.0	17.0	4.0	124.0
Hawaii	13.0	9.0	4.0	7.0	7.0	8.0	48.0
Idaho	3.0	12.0	9.0	1.0	2.0	2.0	29.0
Montana	.0	.0	.0	.0	.0	.0	.0
New Mexico	3.0	7.0	8.0	3.0	1.0	2.0	24.0
Utah	12.0	26.0	8.0	12.0	7.0	9.0	74.0
Regional Total	75.0	94.0	43.0	34.0	34.0	25.0	305.0

TABLE 3i

STATE CMHCs -- CMI BREAKDOWN

SALARY PROFILE

PERCENT TABLE

ANNUAL FULL-TIME SALARY: $22,500 TO $27,499

Percent of Total (Row) FTE for CMHC Respondents
Broken down by CMI Population and Salary Level

	0%	1-25%	26-50%	51-75%	76-99%	100%	Total
	% FTE	% FTE	% FTE	% FTE	% FTE	% FTE	% FTE
Alaska	28.6%	57.1%	.0%	.0%	14.3%	.0%	100.0%
Arizona	45.8%	27.1%	10.4%	8.3%	2.1%	6.3%	100.0%
Hawaii	12.5%	43.8%	6.3%	.0%	18.8%	18.8%	100.0%
Idaho	4.5%	36.4%	27.3%	18.2%	13.6%	.0%	100.0%
Montana	.0%	.0%	.0%	.0%	.0%	.0%	100.0%
New Mexico	22.2%	22.2%	22.2%	22.2%	11.1%	.0%	100.0%
Utah	22.2%	40.0%	17.8%	6.7%	6.7%	6.7%	100.0%
Regional Total	26.5%	35.4%	15.0%	8.8%	8.2%	6.1%	100.0%

TABLE 3j

STATE CMHCs -- CMI BREAKDOWN

ANNUAL FULL-TIME SALARY: $22,500 TO $27,499

FTE for CMHC Respondents
Broken down by CMI Population and Salary Level

	0%	1-25%	26-50%	51-75%	76-99%	100%	Total
	FTE	FTE	FTE	FTE	FTE	FTE	FTE
Alaska	2.0	4.0	.0	.0	1.0	.0	7.0
Arizona	22.0	13.0	5.0	4.0	1.0	3.0	48.0
Hawaii	2.0	7.0	1.0	.0	3.0	3.0	16.0
Idaho	1.0	8.0	6.0	4.0	3.0	.0	22.0
Montana	.0	.0	.0	.0	.0	.0	.0
New Mexico	2.0	2.0	2.0	2.0	1.0	.0	9.0
Utah	10.0	18.0	8.0	3.0	3.0	3.0	45.0
Regional Total	39.0	52.0	22.0	13.0	12.0	9.0	147.0

TABLE 3k

STATE CMHCs -- CMI BREAKDOWN

ANNUAL FULL-TIME SALARY: $27,500 TO $32,499

Percent of Total (Row) FTE for CMHC Respondents
Broken down by CMI Population and Salary Level

	0%	1-25%	26-50%	51-75%	76-99%	100%	Total
	% FTE	% FTE	% FTE	% FTE	% FTE	% FTE	% FTE
Alaska	21.4%	50.0%	14.3%	7.1%	.0%	7.1%	100.0%
Arizona	85.7%	.0%	.0%	.0%	14.3%	.0%	100.0%
Hawaii	37.5%	25.0%	25.0%	.0%	12.5%	.0%	100.0%
Idaho	20.0%	80.0%	.0%	.0%	.0%	.0%	100.0%
Montana	.0%	.0%	.0%	.0%	.0%	.0%	100.0%
New Mexico	.0%	.0%	50.0%	.0%	.0%	50.0%	100.0%
Utah	19.2%	46.2%	11.5%	7.7%	7.7%	7.7%	100.0%
Regional Total	29.0%	40.3%	12.9%	4.8%	6.5%	6.5%	100.0%

TABLE 31

STATE CMHCs -- CMI BREAKDOWN

ANNUAL FULL-TIME SALARY: $27,500 TO $32,499

FTE for CMHC Respondents
Broken down by CMI Population and Salary Level

	0%	1-25%	26-50%	51-75%	76-99%	100%	Total
	FTE	FTE	FTE	FTE	FTE	FTE	FTE
Alaska	3.0	7.0	2.0	1.0	.0	1.0	14.0
Arizona	6.0	.0	.0	.0	1.0	.0	7.0
Hawaii	3.0	2.0	2.0	.0	1.0	.0	8.0
Idaho	1.0	4.0	.0	.0	.0	.0	5.0
Montana	.0	.0	.0	.0	.0	.0	.0
New Mexico	.0	.0	1.0	.0	.0	1.0	2.0
Utah	5.0	12.0	3.0	2.0	2.0	2.0	26.0
Regional Total	18.0	25.0	8.0	3.0	4.0	4.0	62.0

SALARY PROFILE

PERCENT TABLE

TABLE 3m

STATE CMHCs -- CMI BREAKDOWN

ANNUAL FULL-TIME SALARY: $32,500 TO $37,499

Percent of Total (Row) FTE for CMHC Respondents
Broken down by CMI Population and Salary Level

	0%	1-25%	26-50%	51-75%	76-99%	100%	Total
	% FTE	% FTE	% FTE	% FTE	% FTE	% FTE	% FTE
Alaska	22.2%	55.6%	11.1%	.0%	.0%	11.1%	100.0%
Arizona	20.0%	80.0%	.0%	.0%	.0%	.0%	100.0%
Hawaii	.0%	28.6%	.0%	57.1%	14.3%	.0%	100.0%
Idaho	.0%	.0%	.0%	.0%	100.0%	.0%	100.0%
Montana	.0%	.0%	.0%	.0%	.0%	.0%	100.0%
New Mexico	33.3%	.0%	33.3%	33.3%	.0%	.0%	100.0%
Utah	22.2%	22.2%	33.3%	.0%	.0%	22.2%	100.0%
Regional Total	17.6%	38.2%	14.7%	14.7%	5.9%	8.8%	100.0%

TABLE 3n

SALARY PROFILE

STATE CMHCs -- CMI BREAKDOWN

FTE TABLE

ANNUAL FULL-TIME SALARY: $32,500 TO $37,499

FTE for CMHC Respondents
Broken down by CMI Population and Salary Level

	0%	1-25%	26-50%	51-75%	76-99%	100%	Total
	FTE	FTE	FTE	FTE	FTE	FTE	FTE
Alaska	2.0	5.0	1.0	.0	.0	1.0	9.0
Arizona	1.0	4.0	.0	.0	.0	.0	5.0
Hawaii	.0	2.0	.0	4.0	1.0	.0	7.0
Idaho	.0	.0	.0	.0	1.0	.0	1.0
Montana	.0	.0	.0	.0	.0	.0	.0
New Mexico	1.0	.0	1.0	1.0	.0	.0	3.0
Utah	2.0	2.0	3.0	.0	.0	2.0	9.0
Regional Total	6.0	13.0	5.0	5.0	2.0	3.0	34.0

TABLE 3o

SALARY PROFILE

PERCENT TABLE

STATE CMHCs -- CMI BREAKDOWN

ANNUAL FULL-TIME SALARY: $37,500 TO $42,499

Percent of Total (Row) FTE for CMHC Respondents
Broken down by CMI Population and Salary Level

	0%	1-25%	26-50%	51-75%	76-99%	100%	Total
	% FTE	% FTE	% FTE	% FTE	% FTE	% FTE	% FTE
Alaska	60.0%	20.0%	20.0%	.0%	.0%	.0%	100.0%
Arizona	50.0%	50.0%	.0%	.0%	.0%	.0%	100.0%
Hawaii	.0%	.0%	33.3%	11.1%	44.4%	11.1%	100.0%
Idaho	.0%	.0%	.0%	.0%	.0%	100.0%	100.0%
Montana	.0%	.0%	.0%	.0%	.0%	.0%	100.0%
New Mexico	.0%	.0%	.0%	.0%	.0%	.0%	100.0%
Utah	.0%	33.3%	66.7%	.0%	.0%	.0%	100.0%
Regional Total	20.0%	15.0%	30.0%	5.0%	20.0%	10.0%	100.0%

SALARY PROFILE

FTE TABLE

TABLE 3p

STATE CMHCs -- CMI BREAKDOWN

ANNUAL FULL-TIME SALARY: $37,500 TO $42,499

FTE for CMHC Respondents
Broken down by CMI Population and Salary Level

	0%	1-25%	26-50%	51-75%	76-99%	100%	Total
	FTE	FTE	FTE	FTE	FTE	FTE	FTE
Alaska	3.0	1.0	1.0	.0	.0	.0	5.0
Arizona	1.0	1.0	.0	.0	.0	.0	2.0
Hawaii	.0	.0	3.0	1.0	4.0	1.0	9.0
Idaho	.0	.0	.0	.0	.0	1.0	1.0
Montana	.0	.0	.0	.0	.0	.0	.0
New Mexico	.0	.0	.0	.0	.0	.0	.0
Utah	.0	1.0	2.0	.0	.0	.0	3.0
Regional Total	4.0	3.0	6.0	1.0	4.0	2.0	20.0

TABLE 3q

SALARY PROFILE

STATE CMHCs -- CMI BREAKDOWN

PERCENT TABLE

ANNUAL FULL-TIME SALARY: $42,500 OR GREATER

Percent of Total (Row) FTE for CMHC Respondents
Broken down by CMI Population and Salary Level

	0%	1-25%	26-50%	51-75%	76-99%	100%	Total
	% FTE	% FTE	% FTE	% FTE	% FTE	% FTE	% FTE
Alaska	33.3%	66.7%	.0%	.0%	.0%	.0%	100.0%
Arizona	15.4%	7.7%	7.7%	15.4%	15.4%	38.5%	100.0%
Hawaii	33.3%	.0%	33.3%	.0%	.0%	33.3%	100.0%
Idaho	.0%	.0%	.0%	.0%	.0%	.0%	100.0%
Montana	.0%	.0%	.0%	.0%	.0%	.0%	100.0%
New Mexico	.0%	100.0%	.0%	.0%	.0%	.0%	100.0%
Utah	.0%	21.4%	21.4%	21.4%	21.4%	14.3%	100.0%
Regional Total	13.5%	24.3%	13.5%	13.5%	13.5%	21.6%	100.0%

TABLE 3r

SALARY PROFILE

STATE CMHCs -- CMI BREAKDOWN

FTE TABLE

ANNUAL FULL-TIME SALARY: $42,500 OR GREATER

FTE for CMHC Respondents
Broken down by CMI Population and Salary Level

	0%	1-25%	26-50%	51-75%	76-99%	100%	Total
	FTE	FTE	FTE	FTE	FTE	FTE	FTE
Alaska	2.0	4.0	.0	.0	.0	.0	6.0
Arizona	2.0	1.0	1.0	2.0	2.0	5.0	13.0
Hawaii	1.0	.0	1.0	.0	.0	1.0	3.0
Idaho	.0	.0	.0	.0	.0	.0	.0
Montana	.0	.0	.0	.0	.0	.0	.0
New Mexico	.0	1.0	.0	.0	.0	.0	1.0
Utah	.0	3.0	3.0	3.0	3.0	2.0	14.0
Regional Total	5.0	9.0	5.0	5.0	5.0	8.0	37.0

TABLE 5a

JOB FUNCTION PROFILE

STATE CMHCs -- CMI BREAKDOWN

PERCENT TABLE

DIRECT CLIENT CARE-GIVER

Percent of Total (Row) FTE for CMHC Respondents
Broken down by CMI Population and Job Function

	0%	1-25%	26-50%	51-75%	76-99%	100%	Total
	% FTE	% FTE	% FTE	% FTE	% FTE	% FTE	% FTE
Alaska	22.2%	45.7%	21.9%	4.6%	2.3%	3.4%	100.0%
Arizona	42.3%	31.9%	9.0%	4.9%	6.0%	5.9%	100.0%
Hawaii	15.3%	15.2%	11.7%	12.5%	20.2%	25.1%	100.0%
Idaho	5.6%	41.8%	28.0%	11.1%	9.5%	4.0%	100.0%
Montana	16.5%	38.7%	13.2%	4.5%	14.4%	12.8%	100.0%
New Mexico	16.8%	26.7%	18.3%	17.9%	7.1%	13.2%	100.0%
Utah	13.5%	31.3%	14.8%	12.8%	17.1%	10.6%	100.0%
Regional Total	26.3%	31.2%	13.1%	8.7%	10.7%	10.0%	100.0%

TABLE 5b

JOB FUNCTION PROFILE

STATE CMHCs -- CMI BREAKDOWN

FTE TABLE

DIRECT CLIENT CARE-GIVER

FTE for CMHC Respondents
Broken down by CMI Population and Job Function

	0%	1-25%	26-50%	51-75%	76-99%	100%	Total
	FTE	FTE	FTE	FTE	FTE	FTE	FTE
Alaska	9.8	20.1	9.6	2.0	1.0	1.5	43.9
Arizona	226.0	170.5	48.3	26.2	32.1	31.5	534.5
Hawaii	20.1	19.9	15.3	16.4	26.4	32.8	130.9
Idaho	3.5	26.3	17.6	7.0	6.0	2.5	62.9
Montana	19.9	46.7	16.0	5.4	17.3	15.4	120.7
New Mexico	18.9	30.1	20.6	20.2	8.0	14.9	112.6
Utah	35.3	82.1	38.7	33.5	44.8	27.8	262.1
Regional Total	333.4	395.7	166.1	110.6	135.7	126.3	1267.6

TABLE 5c

JOB FUNCTION PROFILE

STATE CMHCs -- CMI BREAKDOWN

PERCENT TABLE

COMMUNITY CONSULTATION OR EDUCATION/PREVENTION PROVIDER

Percent of Total (Row) FTE for CMHC Respondents
Broken down by CMI Population and Job Function

	0%	1-25%	26-50%	51-75%	76-99%	100%	Total
	% FTE	% FTE	% FTE	% FTE	% FTE	% FTE	% FTE
Alaska	25.0%	75.0%	.0%	.0%	.0%	.0%	100.0%
Arizona	75.0%	16.7%	.0%	.0%	8.3%	.0%	100.0%
Hawaii	57.1%	19.0%	4.8%	9.5%	9.5%	.0%	100.0%
Idaho	.0%	.0%	.0%	.0%	.0%	.0%	100.0%
Montana	46.0%	.0%	.0%	.0%	8.0%	46.0%	100.0%
New Mexico	.0%	20.0%	80.0%	.0%	.0%	.0%	100.0%
Utah	54.5%	33.1%	.0%	12.4%	.0%	.0%	100.0%
Regional Total	54.5%	25.5%	6.7%	4.7%	5.8%	2.7%	100.0%

TABLE 5d

JOB FUNCTION PROFILE

STATE CMHCs -- CMI BREAKDOWN

FTE TABLE

COMMUNITY CONSULTATION OR EDUCATION/PREVENTION PROVIDER

FTE for CMHC Respondents
Broken down by CMI Population and Job Function

	0%	1-25%	26-50%	51-75%	76-99%	100%	Total
	FTE	FTE	FTE	FTE	FTE	FTE	FTE
Alaska	1.0	3.0	.0	.0	.0	.0	4.0
Arizona	9.0	2.0	.0	.0	1.0	.0	12.0
Hawaii	6.0	2.0	.5	1.0	1.0	.0	10.5
Idaho	.0	.0	.0	.0	.0	.0	.0
Montana	1.0	.0	.0	.0	.2	1.0	2.2
New Mexico	.0	.5	2.0	.0	.0	.0	2.5
Utah	3.3	2.0	.0	.8	.0	.0	6.1
Regional Total	20.3	9.5	2.5	1.7	2.2	1.0	37.2

TABLE 5e

STATE CMHCs -- CMI BREAKDOWN

JOB FUNCTION PROFILE

PERCENT TABLE

ADMINISTRATION/MANAGEMENT

Percent of Total (Row) FTE for CMHC Respondents
Broken down by CMI Population and Job Function

	0%	1-25%	26-50%	51-75%	76-99%	100%	Total
	% FTE	% FTE	% FTE	% FTE	% FTE	% FTE	% FTE
Alaska	40.0%	40.0%	.0%	.0%	.0%	20.0%	100.0%
Arizona	56.2%	21.3%	8.7%	3.5%	1.7%	8.7%	100.0%
Hawaii	25.0%	16.7%	16.7%	.0%	8.3%	33.3%	100.0%
Idaho	33.3%	33.3%	.0%	.0%	.0%	33.3%	100.0%
Montana	28.6%	14.3%	28.6%	28.6%	.0%	.0%	100.0%
New Mexico	27.0%	16.2%	27.0%	5.4%	.0%	24.3%	100.0%
Utah	30.1%	18.3%	26.1%	5.2%	4.6%	15.7%	100.0%
Regional Total	40.3%	20.0%	17.0%	4.9%	2.6%	15.2%	100.0%

TABLE 5f

STATE CMHCs -- CMI BREAKDOWN

ADMINISTRATION/MANAGEMENT

FTE for CMHC Respondents
Broken down by CMI Population and Job Function

	0%	1-25%	26-50%	51-75%	76-99%	100%	Total
	FTE	FTE	FTE	FTE	FTE	FTE	FTE
Alaska	2.0	2.0	.0	.0	.0	1.0	5.0
Arizona	32.5	12.3	5.0	2.0	1.0	5.0	57.8
Hawaii	3.0	2.0	2.0	.0	1.0	4.0	12.0
Idaho	1.0	1.0	.0	.0	.0	1.0	3.0
Montana	2.0	1.0	2.0	2.0	.0	.0	7.0
New Mexico	5.0	3.0	5.0	1.0	.0	4.5	18.5
Utah	11.5	7.0	10.0	2.0	1.7	6.0	38.3
Regional Total	57.0	28.3	24.0	7.0	3.7	21.5	141.6

TABLE 5g

JOB FUNCTION PROFILE

STATE CMHCs -- CMI BREAKDOWN

PERCENT TABLE

ADMINISTRATIVE OR CLIENT SUPPORT SERVICES

Percent of Total (Row) FTE for CMHC Respondents
Broken down by CMI Population and Job Function

	0%	1-25%	26-50%	51-75%	76-99%	100%	Total
	% FTE	% FTE	% FTE	% FTE	% FTE	% FTE	% FTE
Alaska	.0%	.0%	.0%	.0%	.0%	.0%	100.0%
Arizona	50.0%	50.0%	.0%	.0%	.0%	.0%	100.0%
Hawaii	33.3%	22.2%	22.2%	.0%	11.1%	11.1%	100.0%
Idaho	100.0%	.0%	.0%	.0%	.0%	.0%	100.0%
Montana	.0%	.0%	.0%	20.0%	60.0%	20.0%	100.0%
New Mexico	83.3%	.0%	.0%	16.7%	.0%	.0%	100.0%
Utah	10.0%	20.0%	10.0%	10.0%	10.0%	40.0%	100.0%
Regional Total	34.3%	17.1%	8.6%	8.6%	14.3%	17.1%	100.0%

TABLE 5h

JOB FUNCTION PROFILE

STATE CMHCs -- CMI BREAKDOWN

FTE TABLE

ADMINISTRATIVE OR CLIENT SUPPORT SERVICES

FTE for CMHC Respondents
Broken down by CMI Population and Job Function

	0%	1-25%	26-50%	51-75%	76-99%	100%	Total
	FTE	FTE	FTE	FTE	FTE	FTE	FTE
Alaska	.0	.0	.0	.0	.0	.0	.0
Arizona	2.0	2.0	.0	.0	.0	.0	4.0
Hawaii	3.0	2.0	2.0	.0	1.0	1.0	9.0
Idaho	1.0	.0	.0	.0	.0	.0	1.0
Montana	.0	.0	.0	1.0	3.0	1.0	5.0
New Mexico	5.0	.0	.0	1.0	.0	.0	6.0
Utah	1.0	2.0	1.0	1.0	1.0	4.0	10.0
Regional Total	12.0	6.0	3.0	3.0	5.0	6.0	35.0

TABLE 6a

ALASKA

Average Percent of Caseload CMI For CMHCs in Alaska

Gender	Total	Psychiat.	Ph.D. Psychs.	M.A. Psychs.	B.A. Psychs.	M.S.W. Social Workers	B.A. Social Workers	Nurses	Psych. Techs.	Support	Admin.	Other
CMHCs												
Males												
Av % Caseload CMI	23.7%	-	11.9%	28.9%	6.0%	18.7%	-	-	-	-	-	42.0%
Number of FTEs	32.3	.0	8.7	9.0	2.0	6.0	.0	.0	.0	.0	.0	6.6
Females												
Av % Caseload CMI	17.2%	-	2.5%	19.3%	28.4%	14.8%	-	33.3%	-	-	-	11.9%
Number of FTEs	28.6	.0	2.0	6.5	2.5	5.6	.0	3.0	.0	.0	.0	9.0

TABLE 6b

ARIZONA

Average Percent of Caseload CMI
For CMHCs in Arizona

Gender	Total	Psychiat.	Ph.D. Psychs.	M.A. Psychs.	B.A. Psychs.	M.S.W. Social Workers	B.A. Social Workers	Nurses	Psych. Techs.	Support	Admin.	Other
CMHCs												
Males												
Av % Caseload CMI	20.2%	55.1%	16.0%	15.8%	29.3%	28.4%	3.3%	25.0%	39.9%	4.7%	8.0%	15.7%
Number of FTEs	309.5	17.2	40.4	67.3	19.6	45.4	11.0	2.0	2.9	7.5	1.0	95.5
Females												
Av % Caseload CMI	20.3%	62.0%	11.9%	16.0%	13.3%	26.4%	15.4%	29.8%	2.4%	4.2%	.5%	20.6%
Number of FTEs	299.8	5.2	12.8	54.9	20.8	54.0	17.7	19.7	5.0	3.8	2.0	104.0

TABLE 6c

HAWAII

Average Percent of Caseload CMI For CMHCs in Hawaii

Gender	Total	Psychiat.	Ph.D. Psychs.	M.A. Psychs.	B.A. Psychs.	M.S.W. Social Workers	B.A. Social Workers	Nurses	Psych. Techs.	Support	Admin.	Other
CMHCs												
Males												
Av % Caseload CMI	48.1%	59.3%	29.8%	42.0%	30.7%	31.3%	100.0%	25.0%	-	-	-	85.2%
Number of FTEs	68.2	20.1	16.4	2.5	5.4	12.0	.4	1.0	.0	.0	.0	10.4
Females												
Av % Caseload CMI	52.7%	84.0%	11.7%	.0%	41.9%	38.4%	13.9%	33.1%	-	96.3%	79.0%	63.7%
Number of FTEs	120.0	1.2	8.0	2.0	5.4	19.5	1.8	8.0	.0	3.0	3.0	68.0

TABLE 6d

IDAHO

Average Percent of Caseload CMI For CMHCs in Idaho

Gender	Total	Psychiat.	Ph.D. Psychs.	M.A. Psychs.	B.A. Psychs.	M.S.W. Social Workers	B.A. Social Workers	Nurses	Psych. Techs.	Support	Admin.	Other
CMHCs												
Males												
Av % Caseload CMI	35.5%	50.0%	34.3%	31.3%	18.8%	35.7%	100.0%	-	-	-	-	-
Number of FTEs	48.4	.6	12.0	14.0	4.0	15.8	2.0	.0	.0	.0	.0	.0
Females												
Av % Caseload CMI	36.3%	-	2.0%	38.0%	25.5%	25.4%	70.0%	52.5%	40.0%	-	-	34.3%
Number of FTEs	17.6	.0	1.0	2.5	2.0	4.3	2.0	2.0	1.0	.0	.0	2.8

TABLE 6e

MONTANA

Average Percent of Caseload CMI For CMHCs in Montana

Gender	Total	Psychiat.	Ph.D. Psychs.	M.A. Psychs.	B.A. Psychs.	M.S.W. Social Workers	B.A. Social Workers	Nurses	Psych. Techs.	Support	Admin.	Other
CMHCs												
Males												
Av % Caseload CMI	28.6%	35.0%	16.0%	16.4%	44.7%	24.1%	-	-	50.0%	-	-	48.5%
Number of FTEs	80.5	4.0	15.2	26.0	7.2	8.0	.0	.0	2.0	.0	.0	18.0
Females												
Av % Caseload CMI	56.8%	-	5.0%	43.2%	53.4%	39.7%	100.0%	43.4%	-	-	98.0%	68.3%
Number of FTEs	53.2	.0	2.0	4.9	9.5	5.0	2.0	6.8	.0	.0	1.0	22.1

TABLE 6f

NEW MEXICO

Average Percent of Caseload CMI For CMHCs in New Mexico

Gender	Total	Psychiat.	Ph.D. Psychs.	M.A. Psychs.	B.A. Psychs.	M.S.W. Social Workers	B.A. Social Workers	Nurses	Psych. Techs.	Support	Admin.	Other
CMHCs												
Males												
Av % Caseload CMI	34.7%	24.1%	45.2%	29.9%	45.0%	36.1%	-	-	-	53.0%	.0%	32.2%
Number of FTEs	55.7	2.3	4.5	15.0	5.8	2.0	.0	.0	.0	4.0	1.0	21.1
Females												
Av % Caseload CMI	42.8%	75.3%	45.5%	39.2%	23.3%	42.4%	71.4%	55.7%	-	57.7%	.0%	47.0%
Number of FTEs	83.9	1.3	.5	17.5	12.3	3.8	2.8	6.0	.0	3.0	2.0	34.6

TABLE 6g

UTAH

Average Percent of Caseload CMI For CMHCs in Utah

Gender	Total	Psychiat.	Ph.D. Psychs.	M.A. Psychs.	B.A. Psychs.	M.S.W. Social Workers	B.A. Social Workers	Nurses	Psych. Techs.	Support	Admin.	Other
CMHCs												
Males												
Av % Caseload CMI	41.5%	59.6%	28.7%	30.3%	46.8%	39.9%	31.0%	75.0%	47.5%	-	69.0%	53.2%
Number of FTEs	175.6	16.3	33.8	31.3	18.5	35.5	3.1	1.0	8.0	.0	5.0	23.0
Females												
Av % Caseload CMI	45.9%	43.5%	50.0%	33.8%	40.3%	36.9%	33.5%	69.3%	28.8%	35.0%	60.0%	56.5%
Number of FTEs	144.5	1.0	3.0	11.5	16.9	35.5	12.0	15.3	4.0	4.0	2.0	39.4

TABLE 7a

CMHC DIRECT-CARE PROVIDERS - ETHNIC BACKGROUND

ASIAN

Percent Effort per FTE, and Total FTE
Broken down by Respondent Ethnic Group and Client Chronicity

	CHRONIC MI	NON-CHRONIC	TOTAL
	AVE %/FTE	AVE %/FTE	TOTAL FTE
Alaska	1.0%	100.0%	1.0
Arizona	53.3%	46.8%	10.2
Hawaii	61.1%	38.9%	89.9
Idaho	30.0%	70.0%	1.0
Montana	.0%	.0%	.0
New Mexico	.0%	.0%	.0
Utah	50.0%	50.0%	7.0
Regional Total	58.8%	41.2%	109.1

TABLE 7b

CMHC DIRECT-CARE PROVIDERS - ETHNIC BACKGROUND

BLACK

Percent Effort per FTE, and Total FTE
Broken down by Respondent Ethnic Group and Client Chronicity

	CHRONIC MI	NON-CHRONIC	TOTAL
	AVE %/FTE	AVE %/FTE	TOTAL FTE
Alaska	.0%	.0%	.0
Arizona	11.4%	88.7%	27.4
Hawaii	33.3%	66.7%	3.0
Idaho	.0%	.0%	.0
Montana	.0%	100.0%	1.0
New Mexico	46.4%	53.6%	6.0
Utah	38.3%	61.7%	6.0
Regional Total	21.2%	78.9%	43.4

TABLE 7c

CMHC DIRECT-CARE PROVIDERS - ETHNIC BACKGROUND

HISPANIC

Percent Effort per FTE, and Total FTE
Broken down by Respondent Ethnic Group and Client Chronicity

	CHRONIC MI	NON-CHRONIC	TOTAL
	AVE %/FTE	AVE %/FTE	TOTAL FTE
Alaska	.0%	.0%	.0
Arizona	23.9%	76.1%	53.1
Hawaii	41.2%	58.8%	3.2
Idaho	.0%	.0%	.0
Montana	90.0%	10.0%	1.0
New Mexico	33.7%	66.3%	42.1
Utah	36.3%	63.7%	26.1
Regional Total	30.8%	69.3%	125.5

TABLE 7d

CMHC DIRECT-CARE PROVIDERS - ETHNIC BACKGROUND

NATIVE AMERICAN/ALASKAN NATIVE

Percent Effort per FTE, and Total FTE
Broken down by Respondent Ethnic Group and Client Chronicity

	CHRONIC MI	NON-CHRONIC	TOTAL
	AVE %/FTE	AVE %/FTE	TOTAL FTE
Alaska	.0%	100.0%	1.0
Arizona	7.2%	92.9%	36.0
Hawaii	.0%	.0%	.0
Idaho	.0%	.0%	.0
Montana	28.8%	71.2%	4.2
New Mexico	49.5%	50.5%	3.0
Utah	39.1%	60.9%	5.4
Regional Total	14.9%	85.1%	49.6

TABLE 7e

CMHC DIRECT-CARE PROVIDERS - ETHNIC BACKGROUND

WHITE-NONHISPANIC

Percent Effort per FTE, and Total FTE
Broken down by Respondent Ethnic Group and Client Chronicity

	CHRONIC MI	NON-CHRONIC	TOTAL
	AVE %/FTE	AVE %/FTE	TOTAL FTE
Alaska	20.3%	79.8%	50.3
Arizona	20.9%	79.1%	466.6
Hawaii	41.9%	58.1%	79.6
Idaho	36.4%	63.5%	64.9
Montana	40.3%	59.7%	119.5
New Mexico	41.1%	58.9%	84.7
Utah	44.1%	55.9%	271.4
Regional Total	32.3%	67.7%	1137.0

REPORT
IV

CHARACTERISTICS OF STAFF BY GENDER FOR STAFF OF STATE HOSPITALS AND COMMUNITY MENTAL HEALTH FACILITIES IN NINE WESTERN STATES

REGIONAL MENTAL HEALTH HUMAN RESOURCE DATA BASE

BY

JANICE L. MELLON, PH.D.
MEREDITH DAVIS, A.C.S.W.

JULY, 1984

WICHE
MENTAL HEALTH AND HUMAN SERVICES PROGRAM

CHARACTERISTICS OF STAFF BY GENDER FOR STAFF OF STATE HOSPITALS AND COMMUNITY MENTAL HEALTH FACILITIES IN NINE WESTERN STATES

MENTAL HEALTH AND HUMAN SERVICES PROGRAM
WESTERN INTERSTATE COMMISSION FOR HIGHER EDUCATION
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Table of Contents

Page

INTRODUCTION 1

METHODS 2

RESULTS AND DISCUSSION 2

Section I. Education and Experience 2

Job Experience 3

Highest Education Level 3

Educational Discipline 11

Section II. Characteristics of Staff 19

Employment Status 19

Job Function 19

Supervisory/Management Level 19

Section III. Work Activities 22

Section IV. Salary Level 46

Section V. Staff Effort with Target Client Groups 49

Average Number of Clients Per FTE 49

Caseload by CMI Categories 53

Caseload by Age Category 53

CONCLUSIONS 57

APPENDIX 59

Figures

Figure Page

1 Percent of Sample by Years at Facility, Staff at CMHCs 4

2 Percent of Sample by Years at Facility, Staff at State Hospitals 5

3 Percent of Sample by Educational Leval, Staff at CMHCs 7

4 Percent of Sample by Educational Level, Staff at State Hospitals 9

5 Percent of Sample by Educational Discipline, Staff at CMHCs 15

6 Percent of Sample by Educational Discipline, Staff at State Hospitals . . . 17

7 Employment Status by Gender 20

8 Percent of Sample by Job Function 21

9 Percent of Sample by Management Level, Staff at CMHCs 23

10 Percent of Sample by Management Level, Staff at State Hospitals 25

11 Percent of Sample by Management Level for Staff at CMHCs Who Have Been With Facility 10 or More Years 26

12 Percent of Sample by Management Level for Staff at State Hospitals Who Have Been With Facility 10 or More Years 27

13 Percent Activity Hours by Type of Activity For Male and Female Psychiatrists 34

14 Percent Activity Hours by Type of Activity For Male and Female Ph.D. Psychologists 35

15 Percent Activity Hours by Type of Activity For Male and Female M.A. Psychologists 36

16 Percent Activity Hours by Type of Activity For Male and Female B.A. Psychologists 37

17 Percent Activity Hours by Type of Activity For Male and Female M.S.W. Social Workers 38

18 Percent Activity Hours by Type of Activity For Male and Female B.A. Social Workers 40

19 Percent Activity Hours by Type of Activity For Male and Female Nurses 41

20 Percent Activity Hours by Type of Activity For Male and Female Psychiatric Technicians 42

21 Percent Activity Hours by Type of Activity For Male and Female Support Staff 43

22 Percent Activity Hours by Type of Activity For Male and Female Administrative Staff 44

23 Percent Activity Hours by Type of Activity For Male and Female Other Staff 45

24 Salary of Regular Full-Time Staff 47

Regional Tables

Table Page

1 Percent of Staff, Number of Staff, and Average Tenure with Facility by Type of Staff and Gender: Regional Totals for CMHCs and State Hospitals 12

2 Percent of Staff, Number of Staff, and Average Tenure with Facility For Staff Who Have Been With Facility at Least Two Years by Type of Staff and Gender: Regional Totals for CMHCs and State Hospitals 14

3 Activity Hours as a Percent of Total Activity Hours: Regional Totals by Type of Staff. For Male Respondents from CMHCs 29

4 Activity Hours as a Percent of Total Activity Hours: Regional Totals by Type of Staff. For Female Respondents from CMHCs 30

5 Activity Hours as a Percent of Total Activity Hours: Regional Totals by Type of Staff. For Male Respondents from State Hospitals 31

6 Activity Hours as a Percent of Total Activity Hours: Regional Totals by Type of Staff. For Female Respondents from State Hospitals 32

7 Average Fulltime Salary by Type of Staff and Gender: Regional Totals for CMHCs and State Hospitals 48

8 Average Number of Clients Per FTE by Type of Staff and Gender: Regional Totals For CMHCs and State Hospitals 50

9 Average Percent of Caseload CMI: Regional Totals For CMHCs and State Hospitals 51

10 Average Percent of Caseload by Client Age Categories, Type of Staff and Gender: Regional Totals For CMHCs 52

11 Average Percent of Caseload by Client Age Categories, Type of Staff and Gender: Regional Totals For State Hospitals 55

Appendix
State Tables

Tables		Pages
1a- 1h	Percent of Staff, Number of Staff, and Average Tenure with Facility by Type of Staff and Gender: State Averages For CMHCs and State Hospitals	61- 68
2a- 2h	Percent of Staff, Number of Staff, and Average Tenure with Facility For Staff Who Have Been With Facility at Least Two Years by Type of Staff and Gender: State Averages For CMHCs and State Hospitals	69- 76
3a- 3h	Activity Hours as a Percent of Total Activity Hours: State Averages by Type of Staff. For Male Respondents From CMHCs	77- 84
4a- 4h	Activity Hours as a Percent of Total Activity Hours: State Averages by Type of Staff. For Female Respondents From CMHCs	85- 92
5a- 5h	Activity Hours as a Percent of Total Activity Hours: State Averages by Type of Staff. For Male Respondents From State Hospitals	93-100
6a- 6h	Activity Hours as a Percent of Total Activity Hours: State Averages by Type of Staff. For Female Respondents From State Hospitals	101-108
7a- 7g	Average Fulltime Salary by Type of Staff and Gender: State Averages For CMHCs and State Hospitals	109-115
8a- 8h	Average Number of Clients Per FTE by Type of Staff and Gender: State Averages For CMHCs and State Hospitals	117-124
9a- 9g	Average Percent of Caseload CMI: State Averages For CMHCs and State Hospitals	125-131
10a-10g	Average Percent of Caseload by Client Age Categories, Type of Staff and Gender: State Averages For CMHCs	133-139
11a-11g	Average Percent of Caseload by Client Age Categories, Type of Staff and Gender: State Averages For State Hospitals	141-147

Characteristics of Staff by Gender for Staff of State Hospitals and Community Mental Health Facilities in Nine Western States

INTRODUCTION

The purpose of this report is to examine the staff characteristics and utilization of male and female employees at community mental health centers (CMHCs) and state hospitals in the states of Alaska, Arizona, Colorado, Hawaii, Idaho, Montana, New Mexico, Utah, and Washington. This report focuses upon five questions and is organized into five sections, with each section addressing one question. The questions asked are:

1. Do male and female staff differ in their education or job experience?

2. Do males and females differ in staff characteristics such as employment status, job function, and management level?

3. Do men and women with the same educational background differ in their work activities?

4. Do male and female staff with the same educational background earn equivalent salaries?

5. Do those male and female staff who see clients differ in the types of clients they see?

Each of these questions is addressed separately for staff in CMHCs and in state hospitals. Regional tables are included in the narrative portion of this report and state tables appear in the Appendix. The state tables have the same table number as their corresponding regional tables followed by a three letter code indicating the state name. All tables for CMHCs appear on white pages; all state hospital tables are on pink pages. Readers may also wish to use the report to compare characteristics and utilization of male and female staff in their state with other states and with the regional base line. Such comparisons may identify areas of concern which need attention or further exploration.

METHODS

The data analyzed in this report were collected during the pilot implementation of the Mental Health Statistics Improvement Program (MHSIP) Minimum Data Set conducted in the spring of 1981 in eight states (Alaska, Arizona, Colorado, Hawaii, Idaho, Montana, Utah, and Washington) and in New Mexico in the fall of 1982. Except for Washington, which compiled data from an existing Community Mental Health Center Information System into minimum data set format, all states conducted a voluntary survey of staff in state hospitals and CMHCs. The individual states entered data into computers at the state level, reformatted data into the comparable regional format and sent tapes to WICHE. WICHE edited the data tapes and constructed a regional mental health human resource data base.

A conservative calculation of the median response rate for state hospital employees on the voluntary survey is 52.7 percent with a range of 12.1 to 90.6 percent. The median response rate for community mental health centers (CMHCs) is 76.5 percent with a range of 17.4 percent to 100.0 percent.* While these response rates are reasonable for a voluntary pilot survey, results presented in this report should be viewed with some caution, because it was not possible to calculate response rates by gender.

Data are available for 5872 respondents from CMHCs, (2185 males and 3687 females) and 2664 respondents from state psychiatric hospitals (1069 males and 1595 females). Overall, the MHSIP data set consists of data from 38 percent (3254) males and 62 percent (5282) female respondents.

RESULTS AND DISCUSSION

Section I. Education and Experience

It is important to know whether males and females differ in their job experience and educational levels, because other characteristics of staff such as salary and position are due, at least in part, to education and experience.

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*For detailed information on methods used and problems incurred in calculating response rates, see Evaluation Report, Western States' Human Resource Information Project, WICHE, in press.

Job Experience. Experience was measured by determining the number of years each respondent had been with the facility. Figures 1 and 2 show the percent of male and female staff by the number of years they have been with the facility, for staff from CMHCs and state hospitals, respectively. These figures show that, overall, men and women do not differ a great deal in the time they have been with the facility, but for CMHCs there is a slightly larger and statistically significant proportion of female employees in the zero-to-one-year category ($z=4.52$, $p < .01$). Interestingly enough, however, this effect is reversed in state hospitals where there is a significantly greater proportion of men in the zero-to-one-year category ($z=3.69$, $p < .01$). Figure 2 also shows more divergence between males and females for the other categories of tenure with the facility than does Figure 1, but none of these differences are statistically significant.

These results lead to the conclusion that men and women do differ in their job experince. Men in CMHCs have slightly longer tenure than women, while on the average in state hospitals, women have been with the facility longer. This reversal is probably due to state hospitals employing a large number of men as support staff.

Highest Education Level. Figures 3 (CMHCs) and 4 (state hospitals) present information on the highest educational degree of male and female respondents. Educational categories are:

- < HS - Less than high school
- HS - High school diploma or general equivalence diploma
- HS+ - Some Education beyond high school
- ND CERT - Nondegree certificate (including LPN and diploma programs)
- AA - Associate (2-year college) degree
- BS/BA - Bachelor's degree
- MS/MA - Master's degree
- DOC - Ph.D. degree or M.D., D.O., D.D.S.
- OTHER - Other degree

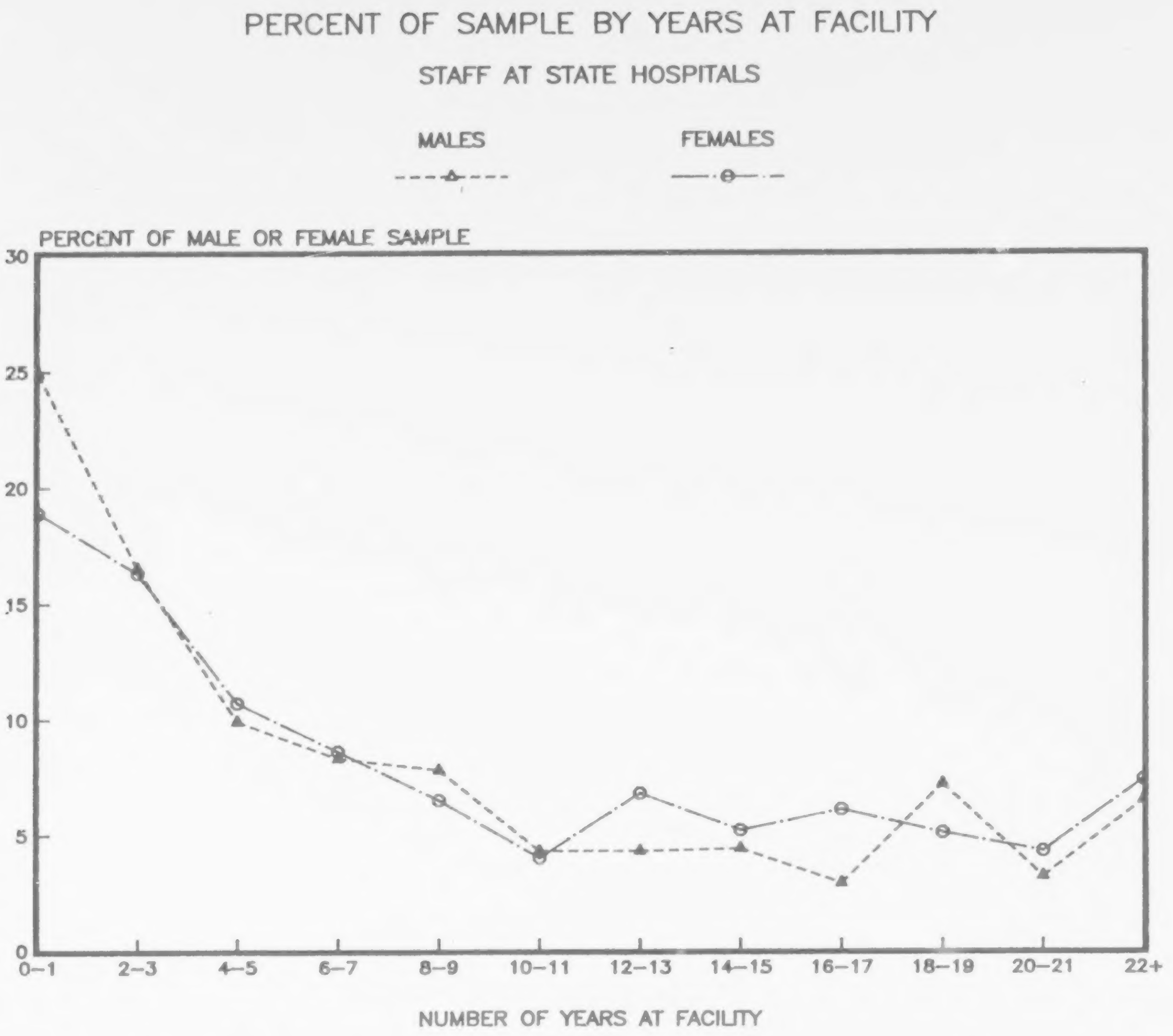

PERCENT OF SAMPLE BY YEARS AT FACILITY
STAFF AT STATE HOSPITALS
MALES
FEMALES
PERCENT OF MALE OR FEMALE SAMPLE
30
25
20
15
10
5
0
0–1
2–3
4–5
6–7
8–9
10–11
12–13
14–15
16–17
18–19
20–21
22+
NUMBER OF YEARS AT FACILITY

FIGURE 2

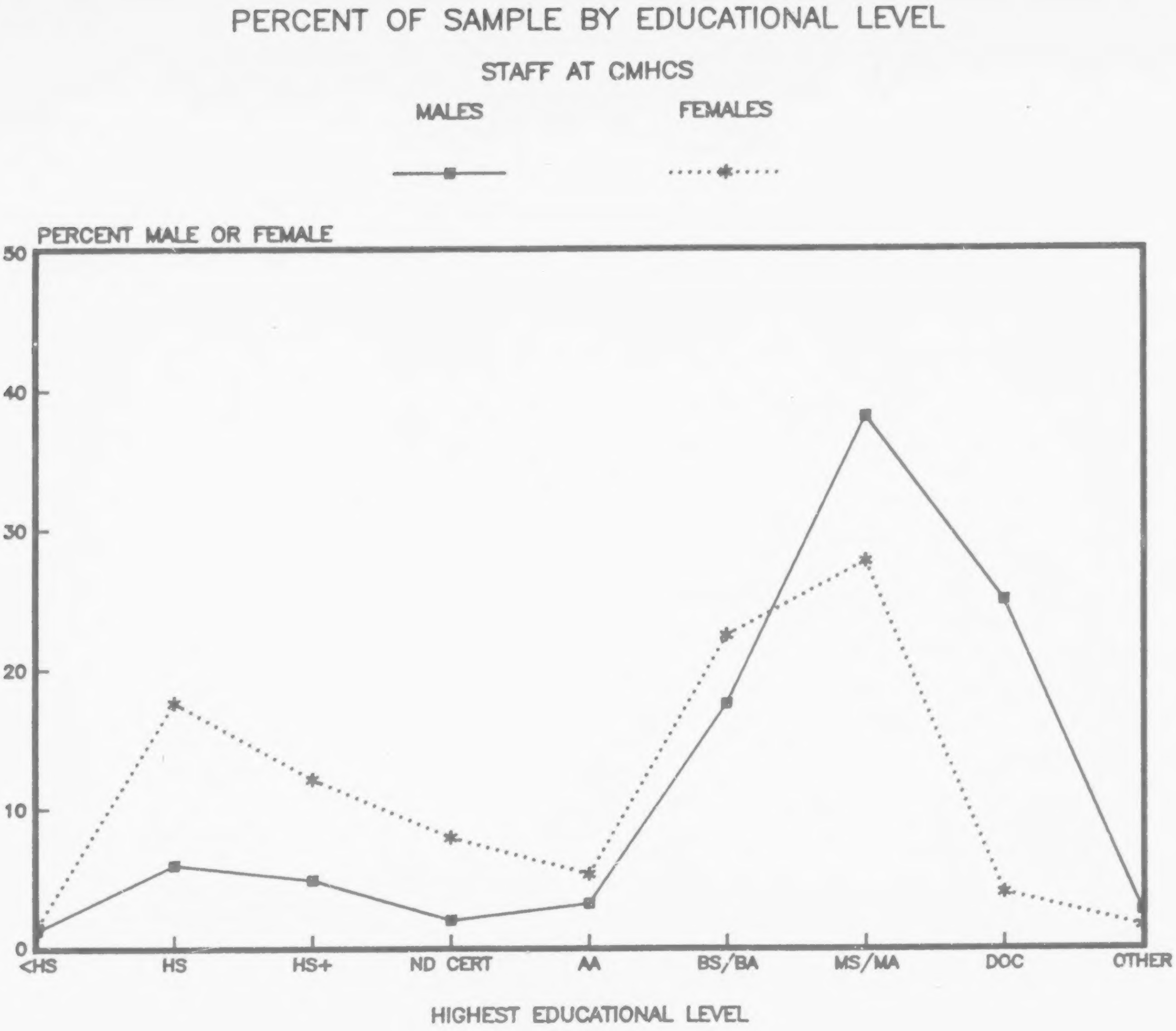
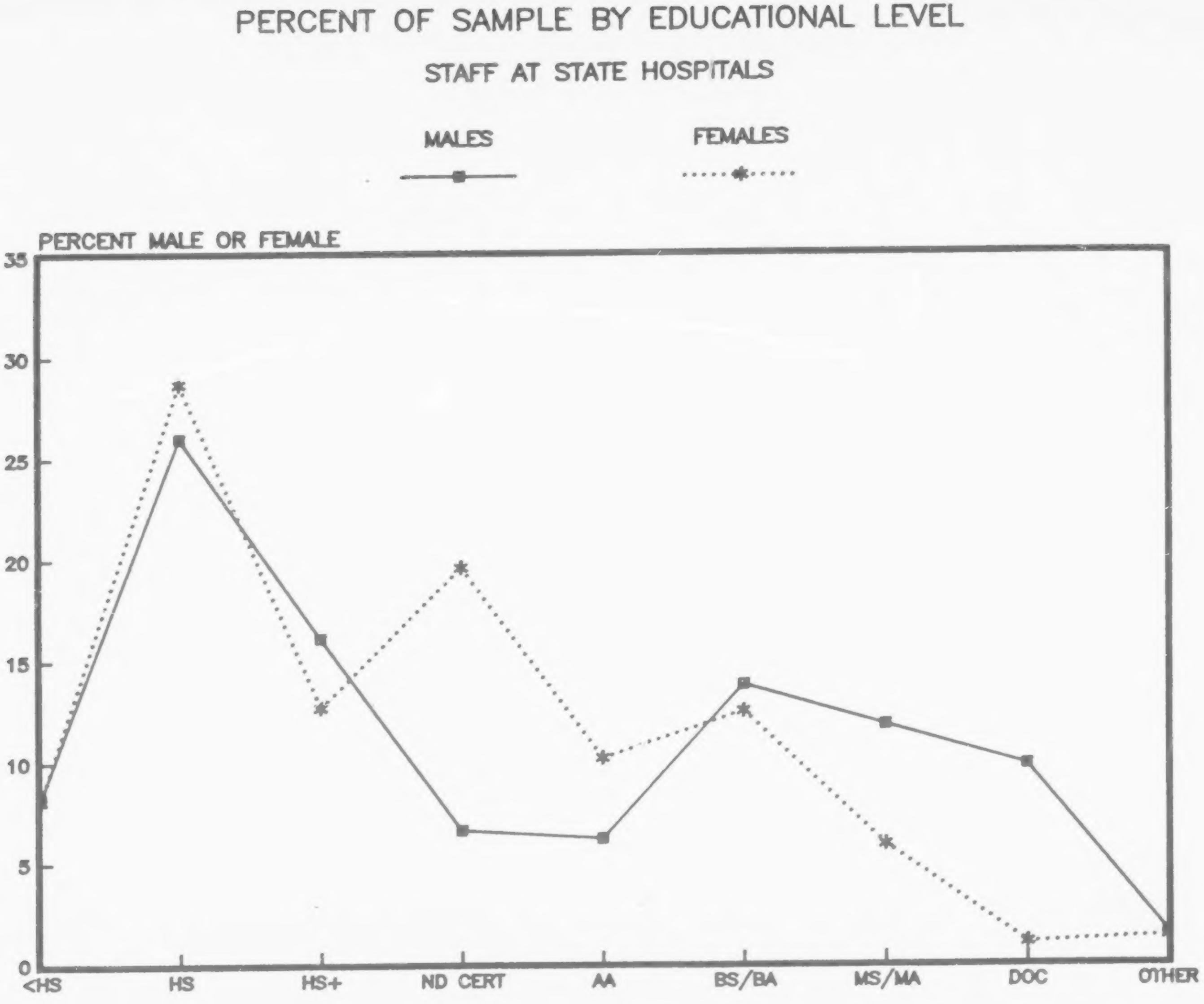

PERCENT OF SAMPLE BY EDUCATIONAL LEVEL
STAFF AT CMHCS
MALES
FEMALES
PERCENT MALE OR FEMALE
50
40
30
20
10
0
<HS
HS
HS+
ND CERT
AA
BS/BA
MS/MA
DOC
OTHER
HIGHEST EDUCATIONAL LEVEL

FIGURE 3



HIGHEST EDUCATIONAL LEVEL
FIGURE 4

These figures show that for both CMHCs and state hospitals a greater proportion of women have Bachelors level or below degrees and a greater proportion of men have graduate degrees. For CMHCs, 63.1% of the male respondents had graduate degrees while the proportion of women with graduate degrees was 31.6 percent ($z=22.79$ $p < .01$). The proportion of respondents with graduate degrees is much lower for state hospitals (13.0%) than the corresponding proportion from CMHCs (43.7), but for state hospitals there is still a greater percentage of males (21.6%) than females (6.9%) with graduate degrees ($z=10.88$, $p < .01$). A comparison of Figures 3 and 4 reveals that the state hospital work force appears to be less well educated than the CMHC work force.

Educational Discipline. The discipline categories used in this report were derived by applying a successive series of screens to identify the core disciplines by highest education level (e.g., psychiatrists, Ph.D. psychologists, M.A. psychologists, B.A. psychologists, etc.). Because of the small number of graduate degree nurses and our inability to identify nurses with R.N. degrees, all respondents with any nursing degree are included in the "Nurses" category. "Psych Techs" are those employees with a non-degree certificate or A.A. degree who designated psychiatric technician/mental health worker as their discipline. The Administration and Support categories were derived by screening the remaining employees for those who had listed administration or support as their major job function. It should be noted that employees whose major job function is administration or support, but whose discipline is one of the four core disciplines, are included in one of the psychiatrist, psychologist, social worker, or nursing categories rather than in administration or support. The "Other" category includes a miscellany of disciplines and education levels not included in the core discipline categories. The majority of respondents included in this category are probably direct care personnel with less than an A.A. degree. M.D.s who are not psychiatrists are also included in this last category.

Because job function data are not available for Colorado state hospitals and for Washington, administration and support staff appear in the "Other" category in the state tables for Washington and for Colorado state hospitals. In order to avoid the bias inclusion of Washington and Colorado state hospitals would create, these data are excluded from all regional analyses where educational discipline categories are calculated.

Table 1 shows the percent of staff and their average tenure with facility for males and females in eleven discipline categories. For both CMHCs and hospitals, a smaller proportion of women than men are represented in all four of the core disciplines with graduate degrees. Also, for both CMHCs and hospitals, there is a greater proportion of women than men who are nurses. A relatively large proportion, 26.9 percent, of the women in CMHCs have the primary job function of administrator compared to the 6.7 percent of men in

TABLE 1
REGIONAL

Percent of Staff, Number of Staff, and Average Tenure with Facility
by Type of Staff and Gender
Regional Totals for CMHCs and State Hospitals

Gender	Total	Psychiat.	Ph.D. Psychs.	M.A. Psychs.	B.A. Psychs.	M.S.W. Social Workers	B.A. Social Workers	Nurses	Psych. Techs.	Support	Admin.	Other
CMHCs												
Males												
Percent of Staff	100.0%	8.7%	14.1%	16.7%	7.7%	15.0%	2.1%	.8%	1.6%	6.7%	6.7%	19.7%
Number of Staff	1705	149	241	285	132	255	36	13	28	115	115	336
Mean Years at Facility	3.8	4.4	4.7	3.7	2.9	5.0	2.6	3.0	5.0	4.0	2.9	2.8
Females												
Percent of Staff	100.0%	1.1%	2.5%	8.3%	6.4%	8.8%	3.0%	5.8%	1.6%	11.5%	26.9%	24.2%
Number of Staff	2765	30	68	229	178	244	82	159	44	319	744	668
Mean Years at Facility	3.4	3.5	3.6	2.8	2.5	3.8	2.3	3.5	4.1	3.9	3.2	3.5
State Hospitals												
Males												
Percent of Staff	100.0%	4.2%	2.2%	2.0%	3.4%	5.3%	.7%	1.3%	1.6%	3.9%	32.6%	42.9%
Number of Staff	697	29	15	14	24	37	5	9	11	27	227	299
Mean Years at Facility	6.1	3.4	5.7	3.6	3.5	6.3	8.6	1.4	6.0	7.7	7.9	5.4
Females												
Percent of Staff	100.0%	.4%	.4%	1.3%	2.3%	2.1%	1.4%	7.4%	1.8%	7.3%	28.7%	46.8%
Number of Staff	942	4	4	12	22	20	13	70	17	69	270	441
Mean Years at Facility	7.4	3.2	6.8	3.9	3.8	4.6	4.7	5.2	9.8	10.5	7.7	7.5

* Colorado's state hospital data and Washington's data are not included in this table due to missing job function data.

CMHCs who are administrators. Finally, there is a greater proportion of women (24.2%) than men (19.7%) belonging to the other category for CMHCs, but not for state hospitals where the percentages of men (42.9%) and women (46.8%) are about the same.

Because staff positions depend in part upon experience, Table 1 also shows the average number of years with the facility by gender for each of the eleven educational discipline categories. The average tenure data in Table 1 confirm results found previously in Figures 1 and 2, but Table 1 presents this information in more detail. On average for CMHCs, men have been with the facility about a third of a year longer than have women. This overall difference between males and females seems mainly due to men with graduate degrees having been with the facility longer than women with graduate degrees. Additionally, except for the discipline categories of "Nurses," "Administration," and "Other," males in CMHCs from each discipline category have been with the facility longer than have females from the same discipline category.

For state hospitals, women have been at the facility an average of 1.3 years longer than have men. This difference appears due to women from the categories of "Nursing," "Psychiatric Technician," and "Support" and "Other" having been at the facility longer than their male counterparts. Countering this trend, male psychiatrists, B.A. and M.S.W. social workers and administrators have worked at state hospital facilities longer than their female counterparts, but this difference is not strong enough to even out the overall gender difference.

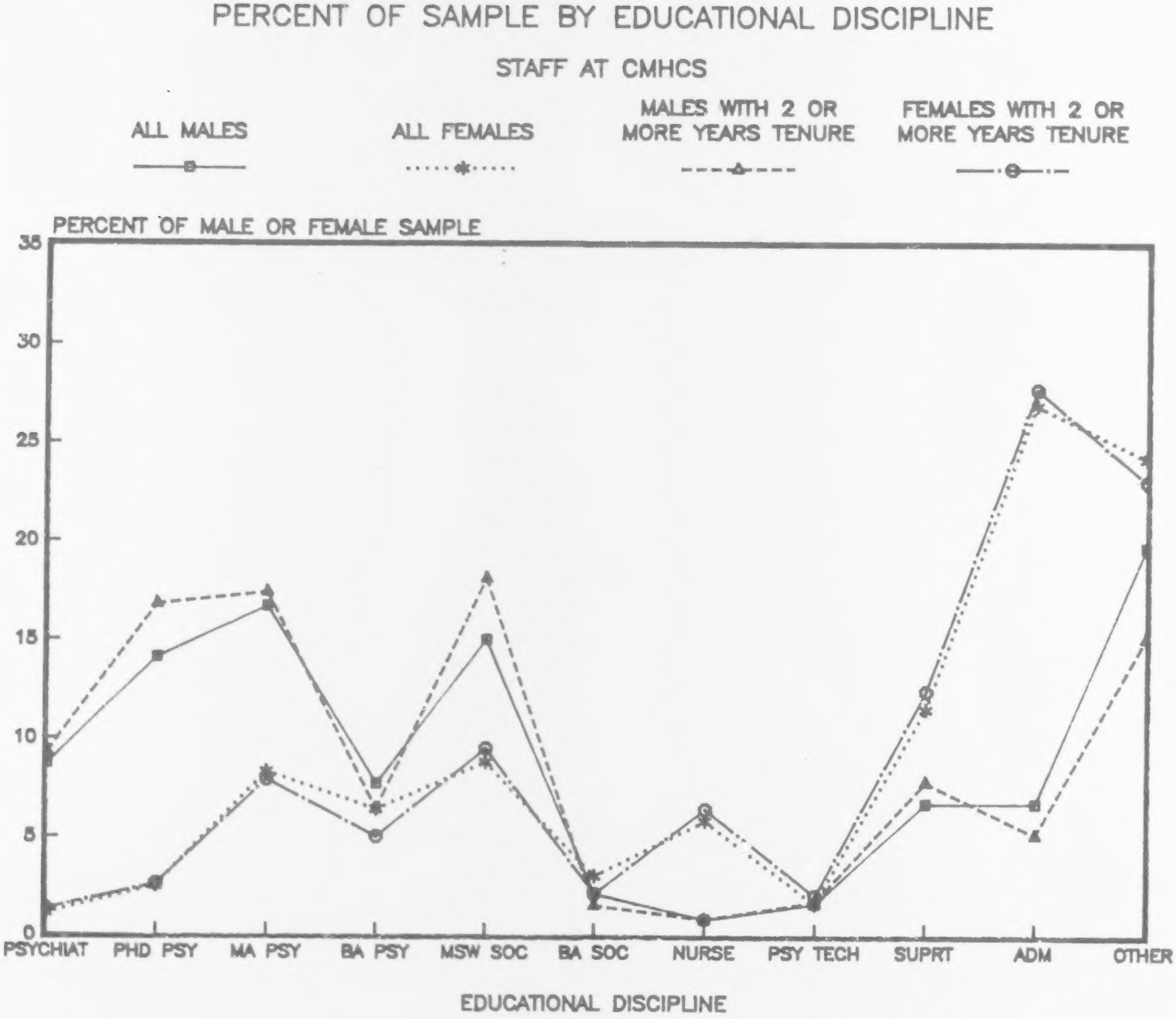
An attempt was made to equate males and females for average tenure at the facility by re-computing percent staff by educational discipline, but only including staff who had been at the facility at least two years. The proportions of staff for each educational discipline and their average tenure with the facility appear in Table 2. This selection scheme was not very successful: Although it did lower the overall differences in average tenure between men and women, the differences in the tenures of males and females from a particular discipline are often increased rather than decreased. Figures 5 (CMHCs) and 6 (state hospitals) show the proportions of staff by educational discipline for the entire sample and for staff who have been with the facility less than two years are excluded. Neither figure shows any dramatic changes occurring in the proportions of staff when staff with relatively short tenure are excluded.

TABLE 2
REGIONAL

Percent of Staff, Number of Staff, and Average Tenure with Facility For Staff Who Have Been With Facility at Least Two Years by Type of Staff and Gender Regional Totals for CMHCs and State Hospitals

Gender	Total	Psychiat.	Ph.D. Psychs.	M.A. Psychs.	B.A. Psychs.	M.S.W. Social Workers	B.A. Social Workers	Nurses	Psych. Techs.	Support	Admin.	Other
CMHCs												
Males												
Percent of Staff	100.0%	9.3%	16.8%	17.4%	6.4%	18.1%	1.5%	.8%	1.7%	7.8%	5.1%	15.1%
Number of Staff	1148	107	193	200	73	208	17	9	20	90	58	173
Mean Years at Facility	5.4	5.8	5.8	5.0	4.8	6.0	4.7	3.9	6.7	5.0	5.1	4.8
Females												
Percent of Staff	100.0%	1.3%	2.6%	7.9%	5.0%	9.5%	2.1%	6.4%	2.0%	12.4%	27.7%	23.0%
Number of Staff	1690	22	44	133	85	161	35	109	34	210	468	389
Mean Years at Facility	5.1	4.5	5.2	4.4	4.4	5.4	4.5	4.9	5.1	5.6	4.8	5.7
State Hospitals												
Males												
Percent of Staff	100.0%	3.1%	2.5%	1.9%	2.9%	6.3%	1.0%	.8%	1.0%	4.6%	36.4%	39.3%
Number of Staff	478	15	12	9	14	30	5	4	5	22	174	188
Mean Years at Facility	8.7	6.1	6.8	5.2	5.6	7.5	8.6	2.2	12.4	9.3	10.1	8.2
Females												
Percent of Staff	100.0%	.4%	.6%	1.1%	1.8%	1.4%	1.3%	6.8%	2.2%	8.1%	29.5%	46.9%
Number of Staff	719	3	4	8	13	10	9	49	16	58	212	337
Mean Years at Facility	9.5	4.0	6.8	5.5	5.8	8.5	6.4	7.2	10.4	12.3	9.7	9.7

* Colorado's state hospital data and Washington's data are not included in this table due to missing job function data.



PERCENT OF SAMPLE BY EDUCATIONAL DISCIPLINE

STAFF AT CMHCS

FIGURE 5

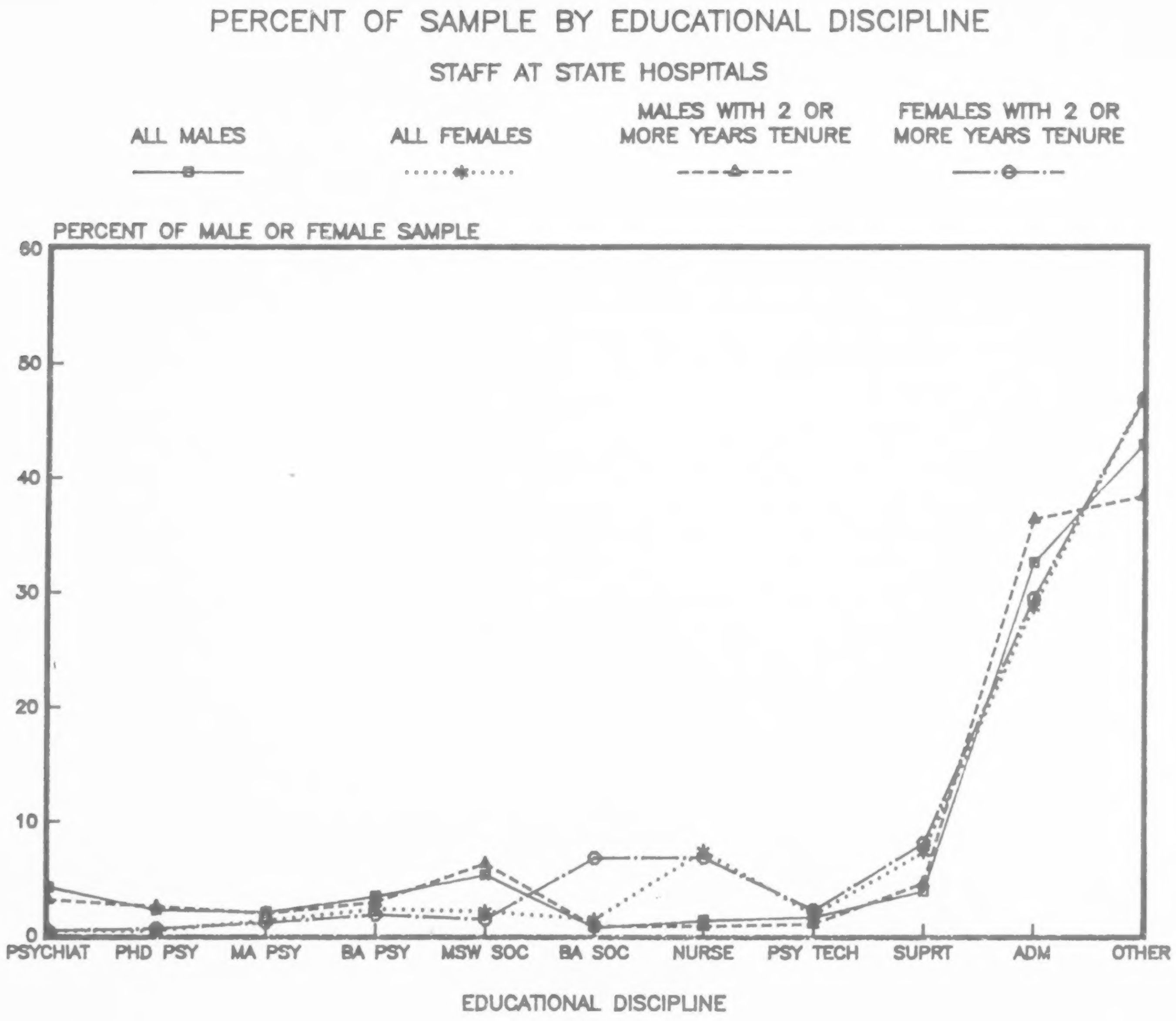

PERCENT OF SAMPLE BY EDUCATIONAL DISCIPLINE
STAFF AT STATE HOSPITALS
ALL MALES
ALL FEMALES
MALES WITH 2 OR MORE YEARS TENURE
FEMALES WITH 2 OR MORE YEARS TENURE
PERCENT OF MALE OR FEMALE SAMPLE
60
50
40
30
20
10
0
PSYCHIAT
PHD PSY
MA PSY
BA PSY
MSW SOC
BA SOC
NURSE
PSY TECH
SUPRT
ADM
OTHER
EDUCATIONAL DISCIPLINE

FIGURE 6

Section II. Characteristics of Staff

Employment Status. Figure 7 shows the proportions of male and female respondents by employment status for staff at CMHCs and state hospitals. For CMHCs there is a slight tendency for there to be proportionally fewer women (77.2%) than men (82.7%) in full-time regular staff positions ($z=5.83$, $p < .01$) and proportionately more women (11.2%) than men (7.0%) in part-time and temporary positions ($z=8.38$, $p < .01$). These differences do not occur in state hospitals.

Job Function. Data on job function were obtained from responses to a question asking respondents to identify their primary job function within the areas of direct client care, community consultation or education (prevention), administration/management, administrative, or client support services. The proportions of the male and female samples by primary job function are shown in Figure 8. For respondents from CMHCs, there are proportionately more males than females in the job function categories of direct care ($z=10.92$, $p < .01$) and administration ($z = 3.96$, $p < .01$), but fewer males in the support category ($z=17.24$; $p < .01$). These differences do not appear in state hospitals.

Supervisory/Management Level. Respondents were asked whether or not they supervise the work of others. Respondents who supervised the work of others were then asked to check the category which best described their position. Categories listed were:

- Head of Agency - includes the executive director or manager of the mental health center or clinic or hospital superintendent.
- Program Director - includes director of a program or an administrative unit.
- Supervisor - includes supervisors of a subunit or staff component.
- Medical Director - is the medical director.
- Clinical Director - is the mental health clinical director
- Other

It should be noted that a definition of "supervise the work of others" was not provided in the questionnaire. Therefore, the "other" category contains respondents who may not be in the facility's supervisory/management structure, such as secretaries who are responsible for providing orientation and checking the work of other secretaries or clinicians who

EMPLOYMENT STATUS BY GENDER

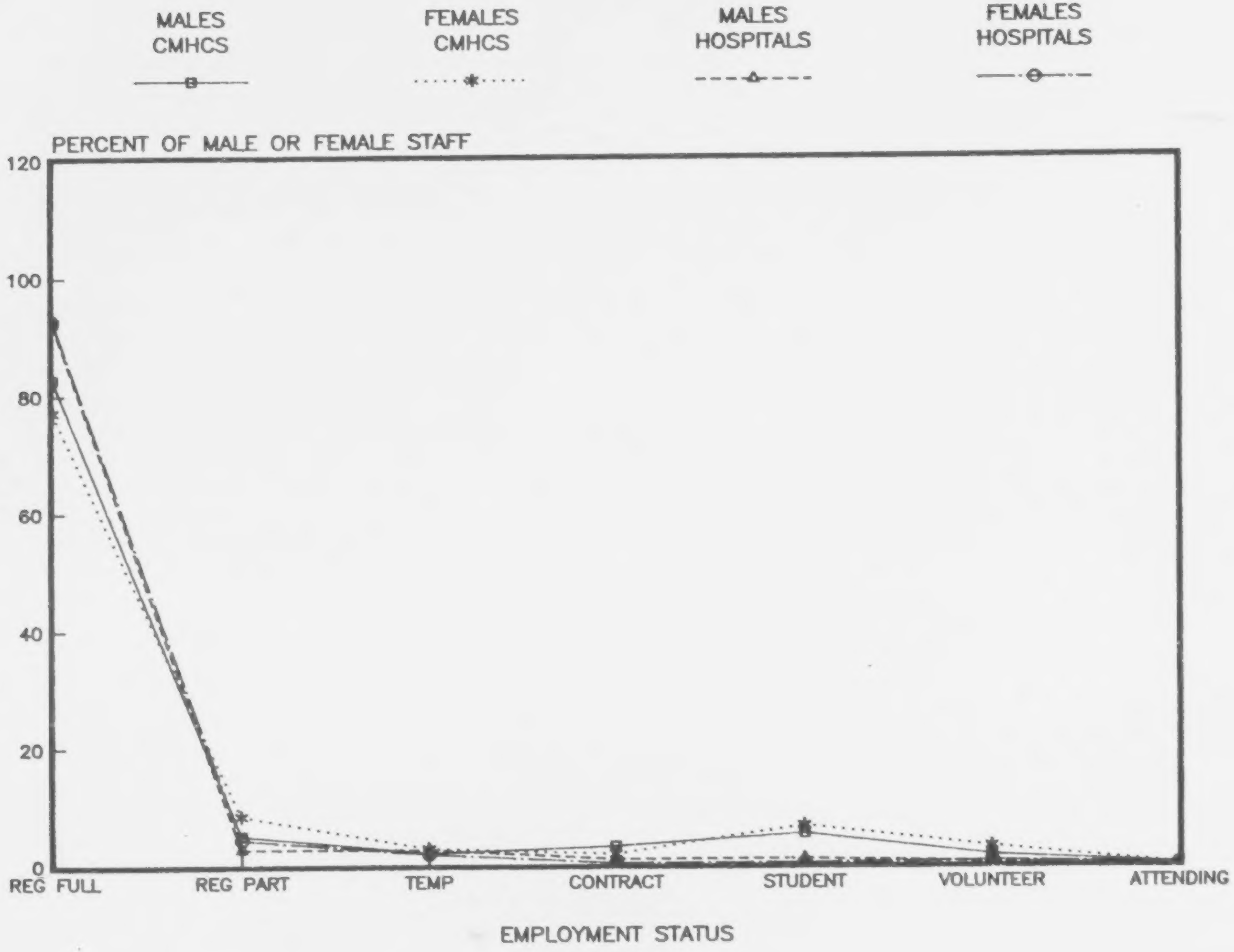


FIGURE 7

PERCENT OF SAMPLE BY JOB FUNCTION

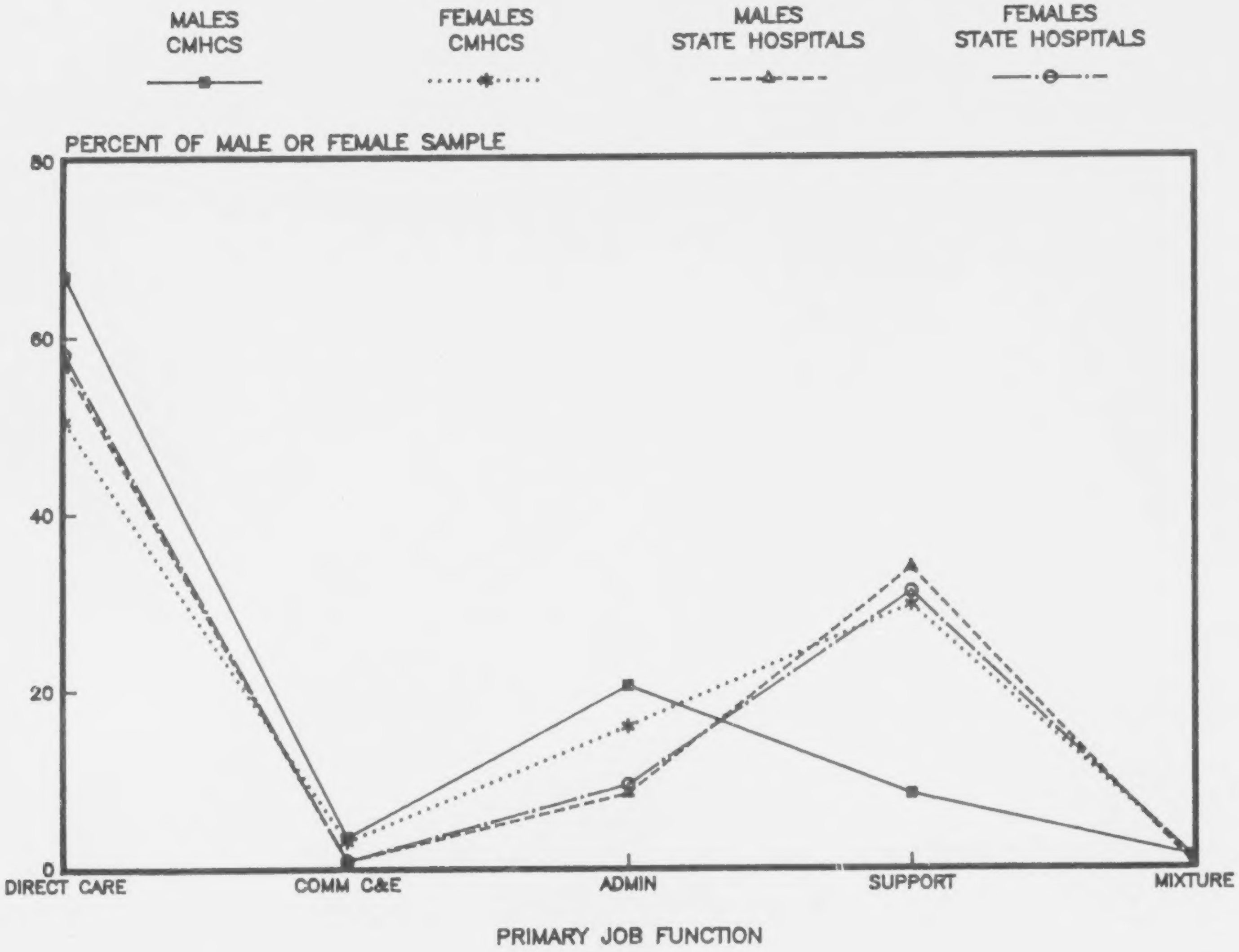


FIGURE 8

supervise lessor trained or experienced workers but are not part of the official management team.

The percent of male and female respondents who held managerial positions for CMHCs and hospitals are shown in Figures 9 and 10, respectively. For CMHCs, there is a greater proportion of men than women in all types of management positions, but for state hospitals there are proportionately more women holding the position of supervisor and in the "Other" management category. This greater percentage of women who are supervisors is probably due to the relatively large number of women in state hospitals who are nursing supervisors. Figures 11 and 12 show the percentages of males and female respondents who have been with the facility for 10 or more years and held management positions, in CMHCs and hospitals, respectively. A comparison of Figures 9 and 11 for CMHCs shows little change in the proportions of male and female staff holding different types of management positions, except for the category of "Other," which now contains a slightly larger proportion of women than men. For state hospitals (Figures 10 and 12) there is also little change in the proportions of staff holding management positions.

Section III: Work Activities

This section summarizes responses to a question asking respondents to list the hours they spent on major activities during the sample week. Several activity categories were collapsed in this report.

- Separate categories for community consultation and community education (prevention) are combined into one category called "CC&E."
- Separate categories for program evaluation and research are combined into the "Research" category.
- Separate categories for clerical support, client support, facility support, and administrative support are combined into the "Support" category.

Tables 3 through 6 provide a breakdown of total work activities by 11 types of activities, where the hours spent in each activity are expressed as a percentage of total activity hours. The percentage of the total hours spent by each educational discipline is shown for each activity. Column 1 in Table 3, for example, gives the different activity hours spent by psychiatrists, expressed as a percentage of the total activity hours spent by psychiatrists. Table 3 presents results for males in CMHCs and Table 4 for females in CMHCs. Results for state hospitals are shown for males and females in Tables 5 and 6, respectively. Information from these tables was used to create profiles for each

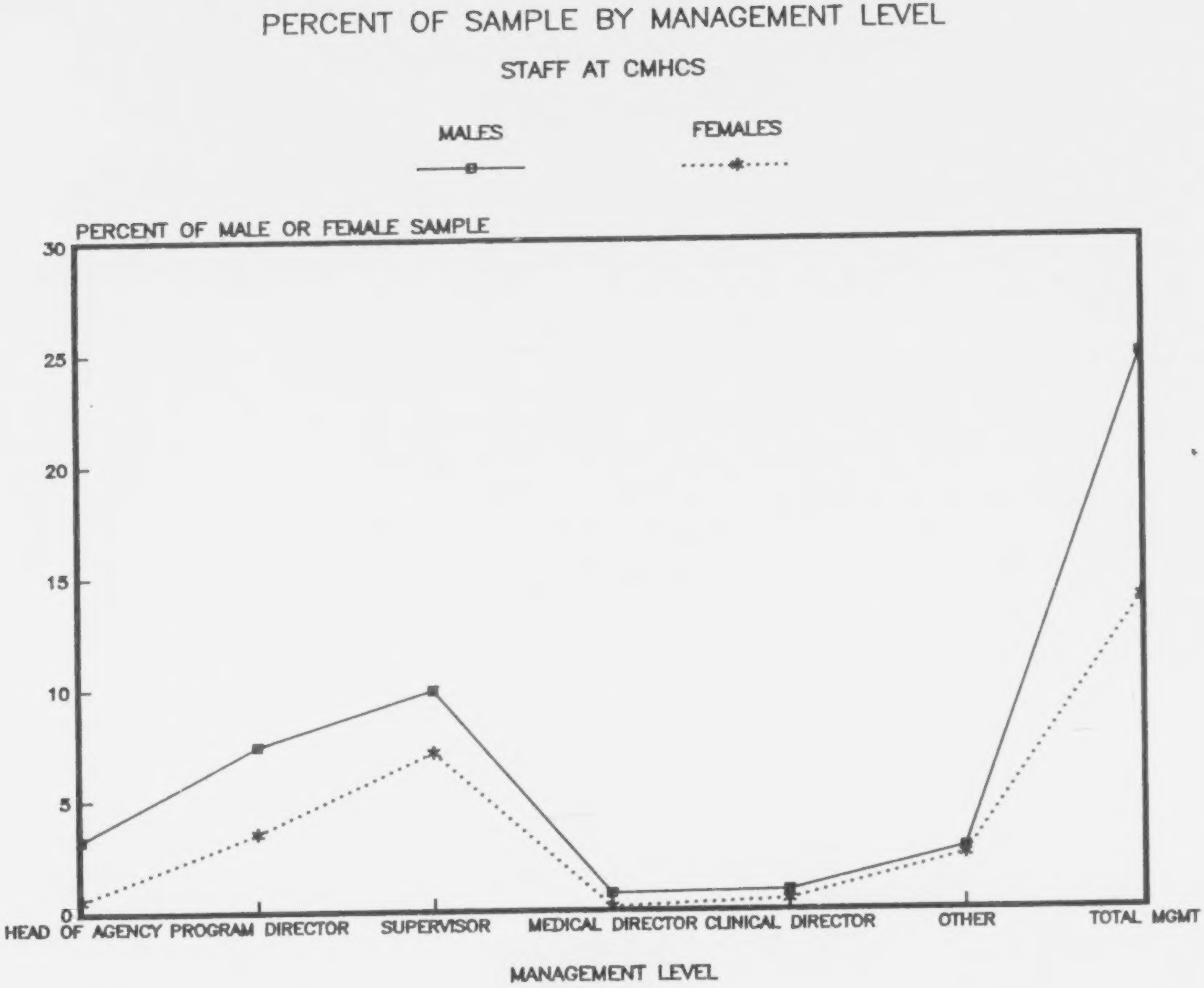

PERCENT OF SAMPLE BY MANAGEMENT LEVEL
STAFF AT CMHCS
MALES
FEMALES
PERCENT OF MALE OR FEMALE SAMPLE
30
25
20
15
10
5
0
HEAD OF AGENCY
PROGRAM DIRECTOR
SUPERVISOR
MEDICAL DIRECTOR
CLINICAL DIRECTOR
OTHER
TOTAL MGMT
MANAGEMENT LEVEL

FIGURE 9

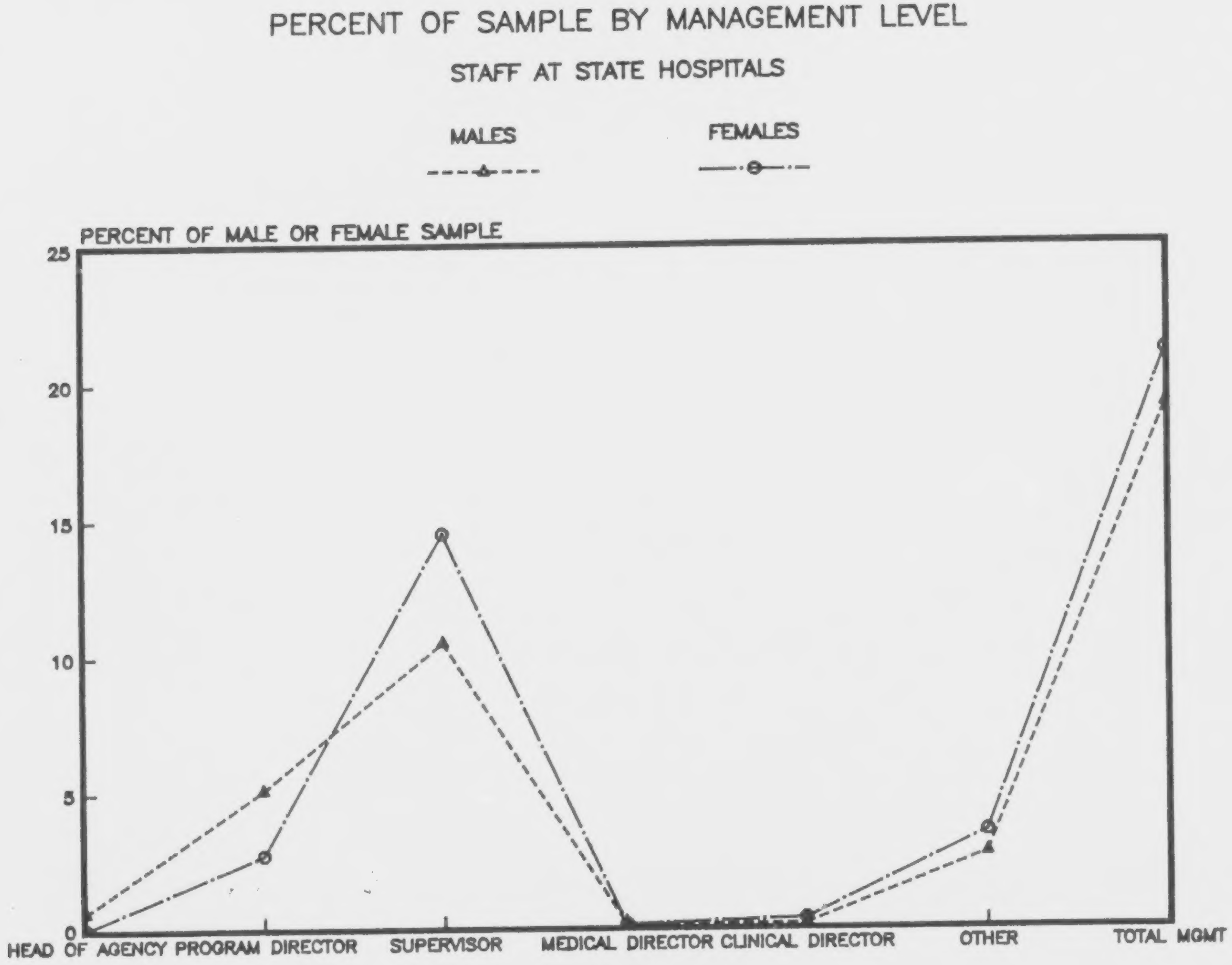

PERCENT OF SAMPLE BY MANAGEMENT LEVEL
STAFF AT STATE HOSPITALS
MALES
FEMALES
PERCENT OF MALE OR FEMALE SAMPLE
25
20
15
10
5
0
HEAD OF AGENCY
PROGRAM DIRECTOR
SUPERVISOR
MEDICAL DIRECTOR
CLINICAL DIRECTOR
OTHER
TOTAL MGMT
MANAGEMENT LEVEL

FIGURE 10

PERCENT OF SAMPLE BY MANAGEMENT LEVEL

FOR STAFF AT CMHCS WHO HAVE BEEN WITH FACILITY 10 OR MORE YEARS

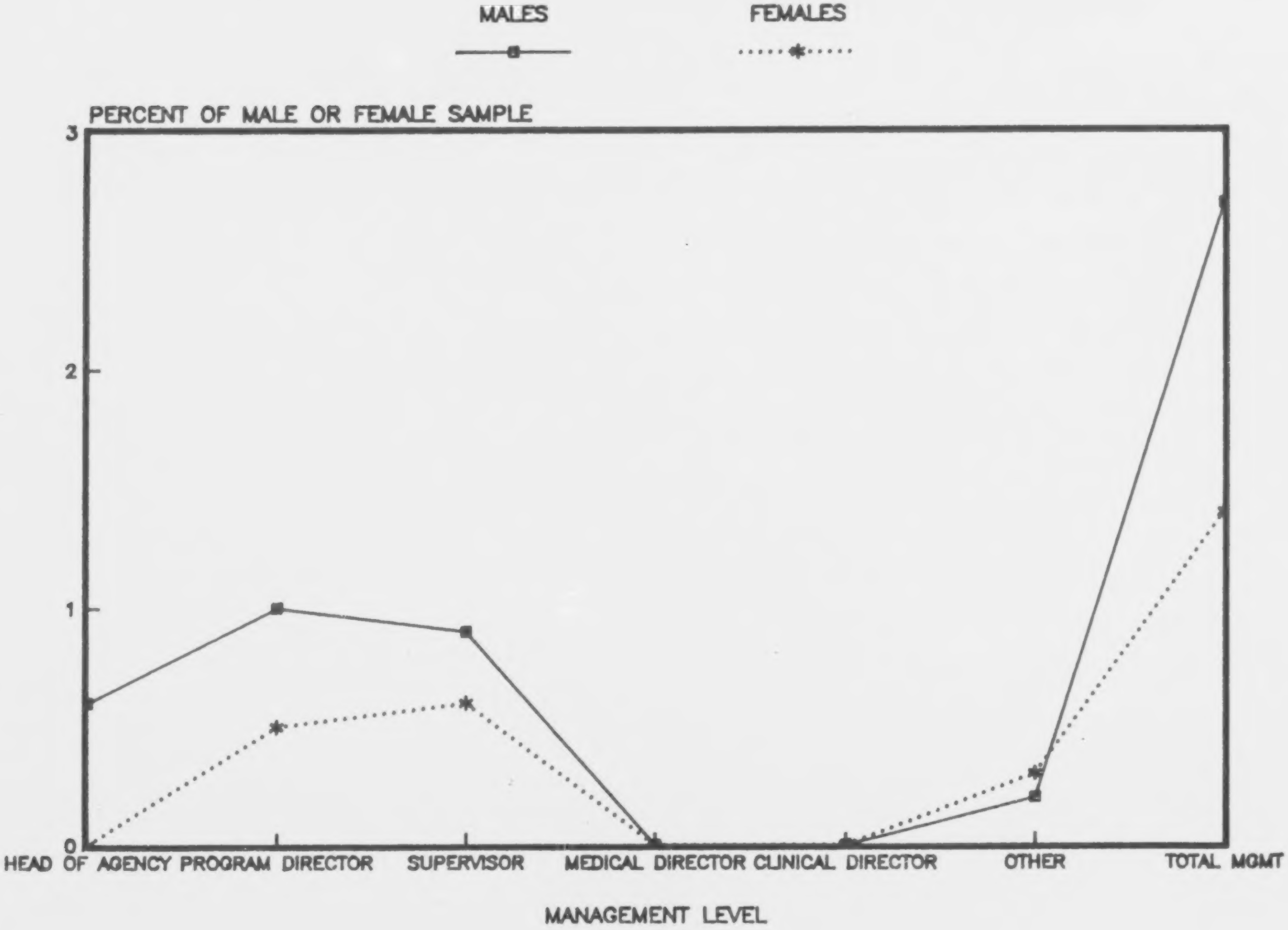


FIGURE 11

PERCENT OF SAMPLE BY MANAGEMENT LEVEL

STATE HOSPITAL STAFF WHO HAVE BEEN AT FACILITY 10 OR MORE YEARS

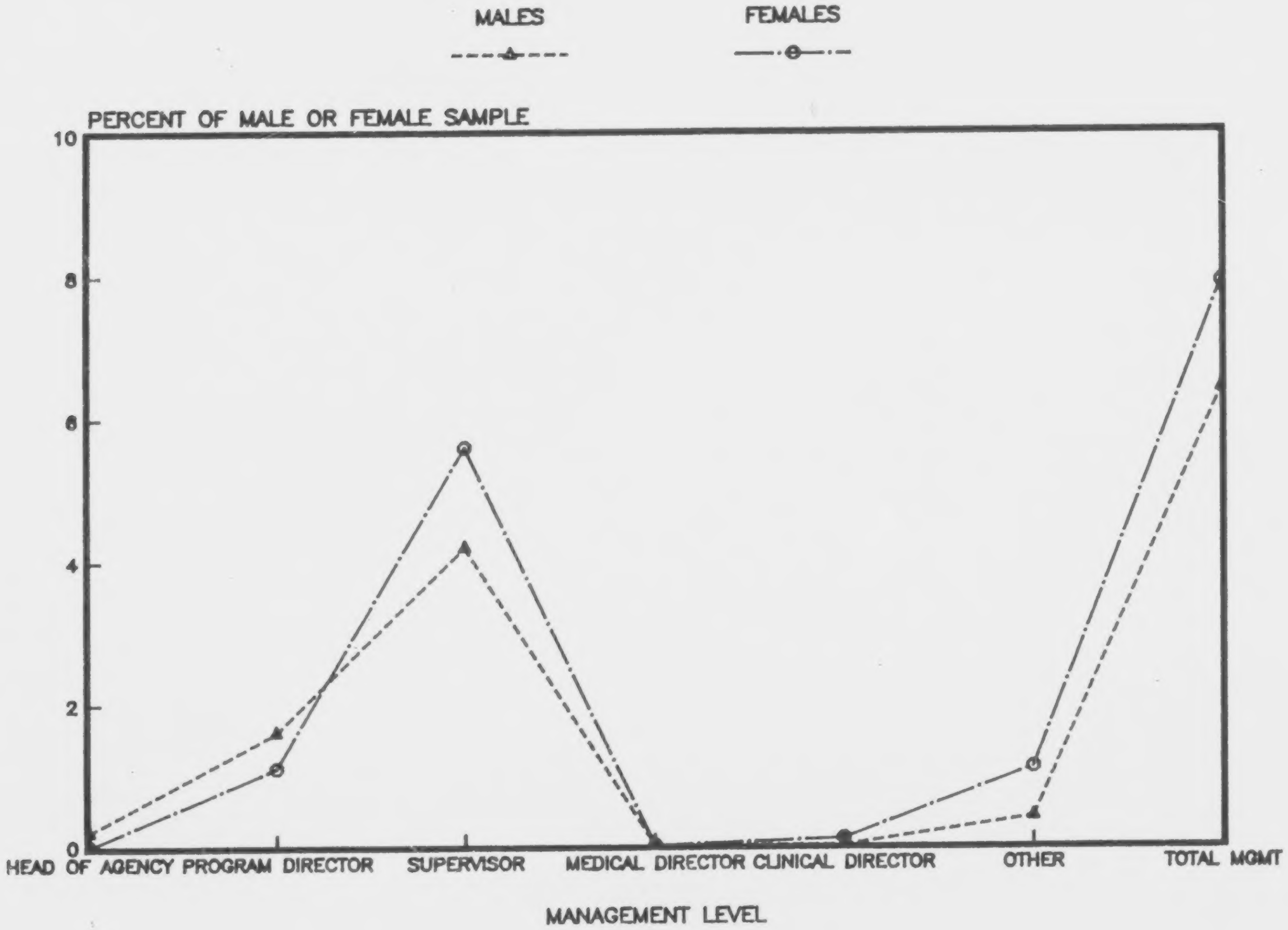


FIGURE 12

TABLE 3
REGIONAL

Activity Hours as a Percent of Total Activity Hours
Regional Totals by Type of Staff
For Male Respondents from CMHCs

Type of Activity		Psychiat.	Ph.D. Psychs.	M.A. Psychs.	B.A. Psychs.	M.S.W. Social Workers	B.A. Social Workers	Nurses	Psych. Techs.	Support	Admin.	Other	Missing Activity Data
Mental Health Treatment	% Hours=	58.3%	46.5%	55.1%	50.1%	47.3%	55.0%	38.3%	63.6%	6.3%	7.9%	58.1%	
	# Hours=	2687	4134	6104	2347	4286	731	173	674	267	320	6199	
	# Staff=	138	235	278	124	235	37	12	26	104	112	297	(186)
Physical Health Treatment	% Hours=	3.3%	.0%	.8%	.7%	.7%	.8%	14.4%	2.2%	.5%	.7%	4.1%	
	# Hours=	152	3	87	32	62	10	65	23	23	30	434	
	# Staff=	138	235	278	124	235	37	12	26	104	112	297	(186)
Comm. Cnslt. Education & Prevention	% Hours=	3.7%	11.2%	9.5%	8.4%	7.9%	7.2%	6.2%	7.0%	2.1%	2.0%	5.7%	
	# Hours=	172	998	1056	393	711	96	28	74	89	82	606	
	# Staff=	138	235	278	124	235	37	12	26	104	112	297	(186)
Providing Training	% Hours=	5.9%	4.8%	2.5%	1.9%	3.9%	.9%	2.9%	1.3%	2.5%	.9%	1.3%	
	# Hours=	271	426	277	91	353	12	13	14	105	37	143	
	# Staff=	138	235	278	124	235	37	12	26	104	112	297	(186)
Receiving Training	% Hours=	3.1%	2.8%	3.9%	5.3%	3.2%	4.6%	7.3%	4.6%	3.6%	1.1%	4.6%	
	# Hours=	145	252	437	249	294	61	33	49	154	44	486	
	# Staff=	138	235	278	124	235	37	12	26	104	112	297	(186)
Program Evaluation & Research	% Hours=	2.9%	5.9%	3.5%	3.2%	3.7%	2.3%	6.0%	1.8%	5.2%	5.2%	2.4%	
	# Hours=	134	524	387	148	334	30	27	19	218	210	253	
	# Staff=	138	235	278	124	235	37	12	26	104	112	297	(186)
Admin.	% Hours=	12.0%	14.2%	11.5%	11.0%	18.6%	8.7%	3.5%	9.1%	35.5%	6.6%	4.3%	
	# Hours=	551	1267	1270	517	1683	115	16	96	1502	267	459	
	# Staff=	138	235	278	124	235	37	12	26	104	112	297	(186)
Support Services	% Hours=	2.0%	3.4%	3.6%	5.6%	3.3%	8.8%	7.3%	3.8%	36.7%	69.3%	8.6%	
	# Hours=	90	301	397	262	300	117	33	40	1555	2792	921	
	# Staff=	138	235	278	124	235	37	12	26	104	112	297	(186)
Work Related Travel	% Hours=	4.5%	4.9%	4.3%	5.4%	4.3%	5.8%	8.4%	4.4%	2.7%	3.5%	6.5%	
	# Hours=	209	432	479	251	393	77	38	47	113	141	692	
	# Staff=	117	194	243	99	190	31	11	17	92	98	269	(423)
On Leave, on Vacation, or Sick	% Hours=	4.3%	6.3%	5.3%	8.4%	7.1%	5.9%	5.8%	2.3%	4.9%	2.7%	4.4%	
	# Hours=	196	561	585	393	640	79	26	24	206	108	474	
	# Staff=	138	235	278	124	235	37	12	26	104	112	297	(186)
Total	% Hours=	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	
	# Hours=	4607	8898	11079	4683	9056	1328	452	1060	4232	4031	10667	
	# Staff=	138	235	278	124	235	37	12	26	104	112	297	(186)

* Washington's administration and support staff are included in the "Other" category due to missing job function data.

TABLE 4
REGIONAL

Activity Hours as a Percent of Total Activity Hours
Regional Totals by Type of Staff
For Female Respondents from CMHCs

Type of Activity		Psychiat.	Ph.D. Psychs.	M.A. Psychs.	B.A. Psychs.	M.S.W. Social Workers	B.A. Social Workers	Nurses	Psych. Techs.	Support	Admin.	Other	Missing Activity Data
Mental Health Treatment	% Hours=	54.4%	46.0%	54.1%	50.2%	57.9%	49.8%	53.7%	54.2%	2.2%	1.5%	55.0%	
	# Hours=	446	1028	4162	2750	5015	1232	3028	728	250	402	11099	
	# Staff=	26	63	215	160	236	75	150	37	299	748	607	(279)
Physical Health Treatment	% Hours=	6.6%	.0%	.7%	1.0%	.2%	1.8%	5.5%	2.1%	.1%	.3%	3.5%	
	# Hours=	54	1	57	53	16	45	312	28	11	73	715	
	# Staff=	26	63	215	160	236	75	150	37	299	748	607	(279)
Comm. Cnslt. Education & Prevention	% Hours=	6.1%	13.2%	8.7%	6.3%	8.5%	8.2%	5.4%	5.7%	1.4%	.4%	6.2%	
	# Hours=	50	294	668	346	736	202	307	76	155	119	1251	
	# Staff=	26	63	215	160	236	75	150	37	299	748	607	(279)
Providing Training	% Hours=	6.3%	5.1%	2.8%	1.8%	3.3%	1.4%	3.0%	2.8%	2.1%	.7%	1.4%	
	# Hours=	52	114	216	101	288	34	168	37	238	193	282	
	# Staff=	26	63	215	160	236	75	150	37	299	748	607	(279)
Receiving Training	% Hours=	6.1%	2.4%	3.5%	4.9%	3.9%	5.8%	3.4%	3.4%	3.1%	3.2%	4.9%	
	# Hours=	50	54	272	267	338	144	191	46	344	887	981	
	# Staff=	26	63	215	160	236	75	150	37	299	748	607	(279)
Program Evaluation & Research	% Hours=	3.0%	4.9%	5.0%	6.1%	2.6%	3.8%	1.9%	3.6%	3.4%	1.7%	2.7%	
	# Hours=	25	109	385	335	225	94	108	48	383	462	536	
	# Staff=	26	63	215	160	236	75	150	37	299	748	607	(279)
Admin.	% Hours=	11.1%	15.7%	11.5%	6.4%	9.9%	8.1%	12.7%	3.9%	24.5%	12.7%	3.1%	
	# Hours=	91	350	882	349	854	201	715	52	2755	3523	635	
	# Staff=	26	63	215	160	236	75	150	37	299	748	607	(279)
Support Services	% Hours=	.5%	2.5%	4.1%	11.3%	2.8%	10.6%	5.7%	8.9%	55.8%	73.4%	10.6%	
	# Hours=	4	56	315	617	244	261	319	120	6283	20311	2132	
	# Staff=	26	63	215	160	236	75	150	37	299	748	607	(279)
Work Related Travel	% Hours=	4.1%	5.9%	5.3%	5.8%	4.5%	5.5%	6.2%	6.0%	1.7%	1.6%	5.1%	
	# Hours=	34	132	407	316	393	136	350	80	194	436	1034	
	# Staff=	23	57	201	131	196	57	129	31	268	684	543	(575)
On Leave, on Vacation, or Sick	% Hours=	1.7%	4.3%	4.3%	6.3%	6.4%	5.0%	2.5%	9.5%	5.7%	4.6%	7.4%	
	# Hours=	14	95	332	343	552	123	143	128	647	1270	1500	
	# Staff=	26	63	215	160	236	75	150	37	299	748	607	(279)
Total	% Hours=	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	
	# Hours=	820	2233	7696	5477	8661	2472	5641	1343	11260	27676	20165	
	# Staff=	26	63	215	160	236	75	150	37	299	748	607	(279)

* Washington's administration and support staff are included in the "Other" category due to missing job function data.

TABLE 5
REGIONAL

Activity Hours as a Percent of Total Activity Hours
Regional Totals by Type of Staff
For Male Respondents from State Hospitals

Type of Activity		Psychiat.	Ph.D. Psychs.	M.A. Psychs.	B.A. Psychs.	M.S.W. Social Workers	B.A. Social Workers	Nurses	Psych. Techs.	Support	Admin.	Other	Missing Activity Data
Mental Health Treatment	% Hours=	65.0%	43.3%	76.3%	77.1%	51.9%	61.8%	64.0%	70.5%	6.1%	1.5%	59.1%	
	# Hours=	568	255	406	709	674	123	165	282	68	131	5818	
	# Staff=	25	15	14	24	34	5	6	10	28	220	276	(58)
Physical Health Treatment	% Hours=	4.0%	.0%	2.1%	4.6%	1.5%	2.5%	26.7%	6.0%	.1%	1.3%	14.0%	
	# Hours=	35	0	11	42	20	5	69	24	1	113	1377	
	# Staff=	25	15	14	24	34	5	6	10	28	220	276	(58)
Comm. Cnslt. Education & Prevention	% Hours=	1.9%	2.0%	.9%	.5%	4.8%	2.0%	.0%	.3%	.4%	.3%	.7%	
	# Hours=	17	12	5	5	62	4	0	1	5	28	72	
	# Staff=	25	15	14	24	34	5	6	10	28	220	276	(58)
Providing Training	% Hours=	1.4%	5.8%	3.8%	1.4%	3.3%	9.0%	2.7%	1.7%	1.8%	.7%	.8%	
	# Hours=	12	34	20	13	43	18	7	7	20	63	74	
	# Staff=	25	15	14	24	34	5	6	10	28	220	276	(58)
Receiving Training	% Hours=	1.7%	1.9%	1.9%	5.5%	1.6%	3.5%	1.2%	2.7%	.2%	.3%	2.8%	
	# Hours=	15	11	10	51	21	7	3	11	2	23	277	
	# Staff=	25	15	14	24	34	5	6	10	28	220	276	(58)
Program Evaluation & Research	% Hours=	3.0%	18.3%	3.9%	2.9%	5.3%	2.5%	2.3%	3.5%	3.4%	1.4%	2.0%	
	# Hours=	26	108	21	27	69	5	6	14	38	121	200	
	# Staff=	25	15	14	24	34	5	6	10	28	220	276	(58)
Admin.	% Hours=	10.5%	21.1%	6.4%	1.4%	18.2%	1.5%	.0%	4.0%	34.2%	1.5%	1.2%	
	# Hours=	92	124	34	13	237	3	0	16	382	126	122	
	# Staff=	25	15	14	24	34	5	6	10	28	220	276	(58)
Support Services	% Hours=	1.3%	6.3%	1.5%	1.8%	9.4%	17.1%	.0%	9.3%	45.0%	86.5%	13.8%	
	# Hours=	11	37	8	17	122	34	0	37	502	7441	1363	
	# Staff=	25	15	14	24	34	5	6	10	28	220	276	(58)
Work Related Travel	% Hours=	2.5%	.5%	1.1%	1.2%	1.8%	.0%	.0%	.0%	1.9%	.0%	.7%	
	# Hours=	22	3	6	11	23	0	0	0	21	2	67	
	# Staff=	25	12	12	19	18	4	4	7	24	186	225	(179)
On Leave, on Vacation, or Sick	% Hours=	8.7%	.8%	2.1%	3.5%	2.2%	.0%	3.1%	2.0%	6.9%	6.5%	4.9%	
	# Hours=	76	5	11	32	28	0	8	8	77	556	481	
	# Staff=	25	15	14	24	34	5	6	10	28	220	276	(58)
Total	% Hours=	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	
	# Hours=	874	589	532	920	1299	199	258	400	1116	8604	9851	
	# Staff=	25	15	14	24	34	5	6	10	28	220	276	(58)

* Colorado's state hospital data are not included in this table due to missing job function data.

TABLE 6
REGIONAL

Activity Hours as a Percent of Total Activity Hours
Regional Totals by Type of Staff
For Female Respondents from State Hospitals

Type of Activity		Psychiat.	Ph.D. Psychs.	M.A. Psychs.	B.A. Psychs.	M.S.W. Social Workers	B.A. Social Workers	Nurses	Psych. Techs.	Support	Admin.	Other	Missing Activity Data
Mental Health	% Hours=	63.2%	65.1%	55.6%	74.0%	69.6%	75.5%	37.8%	66.9%	6.1%	.7%	53.7%	
Treatment	# Hours=	79	108	238	597	556	315	943	422	145	66	7684	
	# Staff=	3	4	12	22	20	11	67	16	61	261	395	(88)
Physical	% Hours=	8.0%	.0%	10.3%	2.2%	.0%	13.4%	25.2%	8.6%	2.3%	.9%	21.1%	
Health	# Hours=	10	0	44	18	0	56	628	54	55	92	3023	
Treatment	# Staff=	3	4	12	22	20	11	67	16	61	261	395	(88)
Comm. Cnslt.	% Hours=	.8%	1.8%	1.2%	.9%	6.3%	.5%	.6%	1.1%	.9%	.2%	1.0%	
Education &	# Hours=	1	3	5	7	50	2	15	7	22	21	141	
Prevention	# Staff=	3	4	12	22	20	11	67	16	61	261	395	(88)
Providing	% Hours=	1.6%	5.4%	4.7%	1.0%	2.1%	.0%	3.3%	1.6%	3.4%	1.1%	2.0%	
Training	# Hours=	2	9	20	8	17	0	83	10	80	107	289	
	# Staff=	3	4	12	22	20	11	67	16	61	261	395	(88)
Receiving	% Hours=	3.2%	.0%	.9%	.9%	2.9%	1.2%	1.8%	4.6%	2.3%	.3%	2.6%	
Training	# Hours=	4	0	4	7	23	5	46	29	55	25	370	
	# Staff=	3	4	12	22	20	11	67	16	61	261	395	(88)
Program	% Hours=	4.8%	14.5%	6.1%	5.2%	1.1%	1.0%	4.3%	3.2%	5.2%	1.7%	2.2%	
Evaluation &	# Hours=	6	24	26	42	9	4	106	20	123	168	311	
Research	# Staff=	3	4	12	22	20	11	67	16	61	261	395	(88)
Admin.	% Hours=	18.4%	13.3%	13.3%	4.7%	10.0%	.0%	11.5%	3.6%	23.1%	1.9%	1.5%	
	# Hours=	23	22	57	38	80	0	287	23	550	190	216	
	# Staff=	3	4	12	22	20	11	67	16	61	261	395	(88)
Support	% Hours=	.0%	.0%	2.3%	7.1%	3.6%	5.5%	8.1%	2.2%	54.1%	87.5%	10.0%	
Services	# Hours=	0	0	10	57	29	23	202	14	1288	8712	1431	
	# Staff=	3	4	12	22	20	11	67	16	61	261	395	(88)
Work	% Hours=	.0%	.0%	.0%	.9%	.9%	1.9%	.5%	1.6%	.4%	.2%	.8%	
Related	# Hours=	0	0	0	7	7	8	12	10	9	15	118	
Travel	# Staff=	2	3	11	20	13	7	48	13	48	232	329	(234)
On Leave,	% Hours=	.0%	.0%	5.6%	3.2%	3.5%	1.0%	6.9%	6.7%	2.2%	5.6%	5.0%	
on Vacation,	# Hours=	0	0	24	26	28	4	171	42	52	555	715	
or Sick	# Staff=	3	4	12	22	20	11	67	16	61	261	395	(88)
Total	% Hours=	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	
	# Hours=	125	166	428	807	799	417	2493	631	2379	9951	14298	
	# Staff=	3	4	12	22	20	11	67	16	61	261	395	(88)

* Colorado's state hospital data are not included in this table due to missing job function data.

discipline. These discipline profiles provide a picture of how the average male or female respondent in a given discipline spends his or her time.

Figure 13 is an activity profile for psychiatrists; it shows the time spent by psychiatrists in various activities expressed as a percentage of their total activity hours. Female psychiatrists in CMHCs appear to spend more time in community consultation and education and in receiving training, but less time on vacation or sick leave than do male psychiatrists in CMHCs. Female psychiatrists in state hospitals spend a greater proportion of their time in physical health care and administrative activities, but again less time on vacation or sick leave, than do male psychiatrists.

The average percent of time spent by Ph.D. psychologists in the ten activities is shown in Figure 14, where it can be seen that the work activities for male and female Ph.D. psychologists in CMHCs are almost identical. The activities of male Ph.D. psychologists in state hospitals differ from those of their female counterparts in that the men spend proportionately less time in mental health treatment and more time in program evaluation and research, administrative, and support activities.

Figure 15 displays the average percent of total activity hours by type of activity for M.A. psychologists. The activity profiles of male and female M.A. psychologists in CMHCs are almost identical, but the profiles of males and females differ in state hospitals where men spend a greater proportion of time in mental health treatment and less time in physical health treatment, program evaluation and research, administrative activities, and on leave or vacation.

The average percent of activity hours for B.A. psychologists by type of activity is shown in Figure 16. Here the activities of male and female B.A. psychologists in CMHCs diverge somewhat, with females performing slightly more program evaluation and research and providing more support and males performing more administrative activities. For B.A. psychologists working in state hospitals, males spend proportionately more time providing mental and physical health treatment and less time performing program evaluation and research.

Figure 17 presents activity data for M.S.W. social workers. Here the pattern is the same for staff in CMHCs and state hospitals with female M.S.W. social workers spending proportionately more time than their male counterparts in mental health treatment and less time in administrative activities.

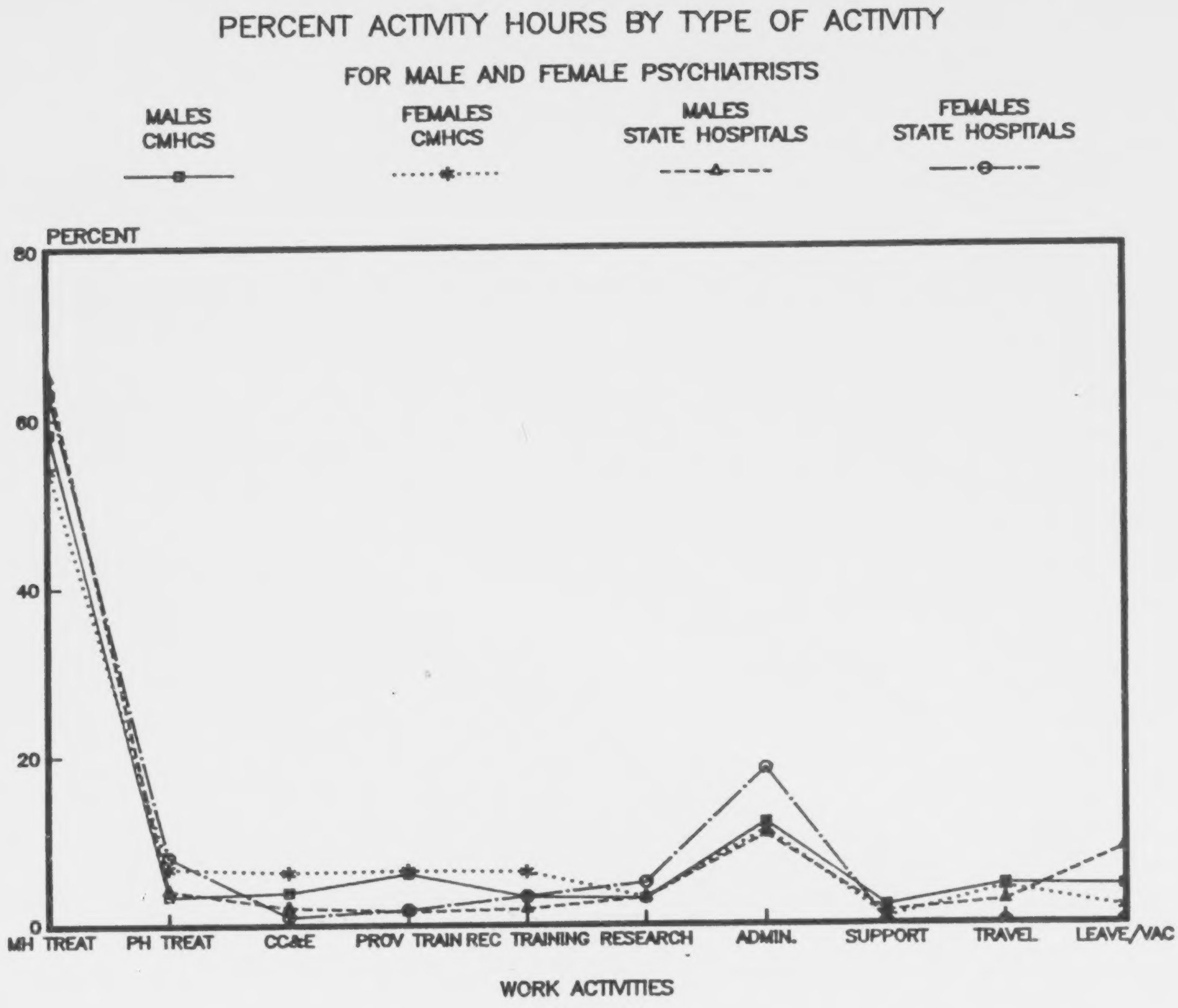
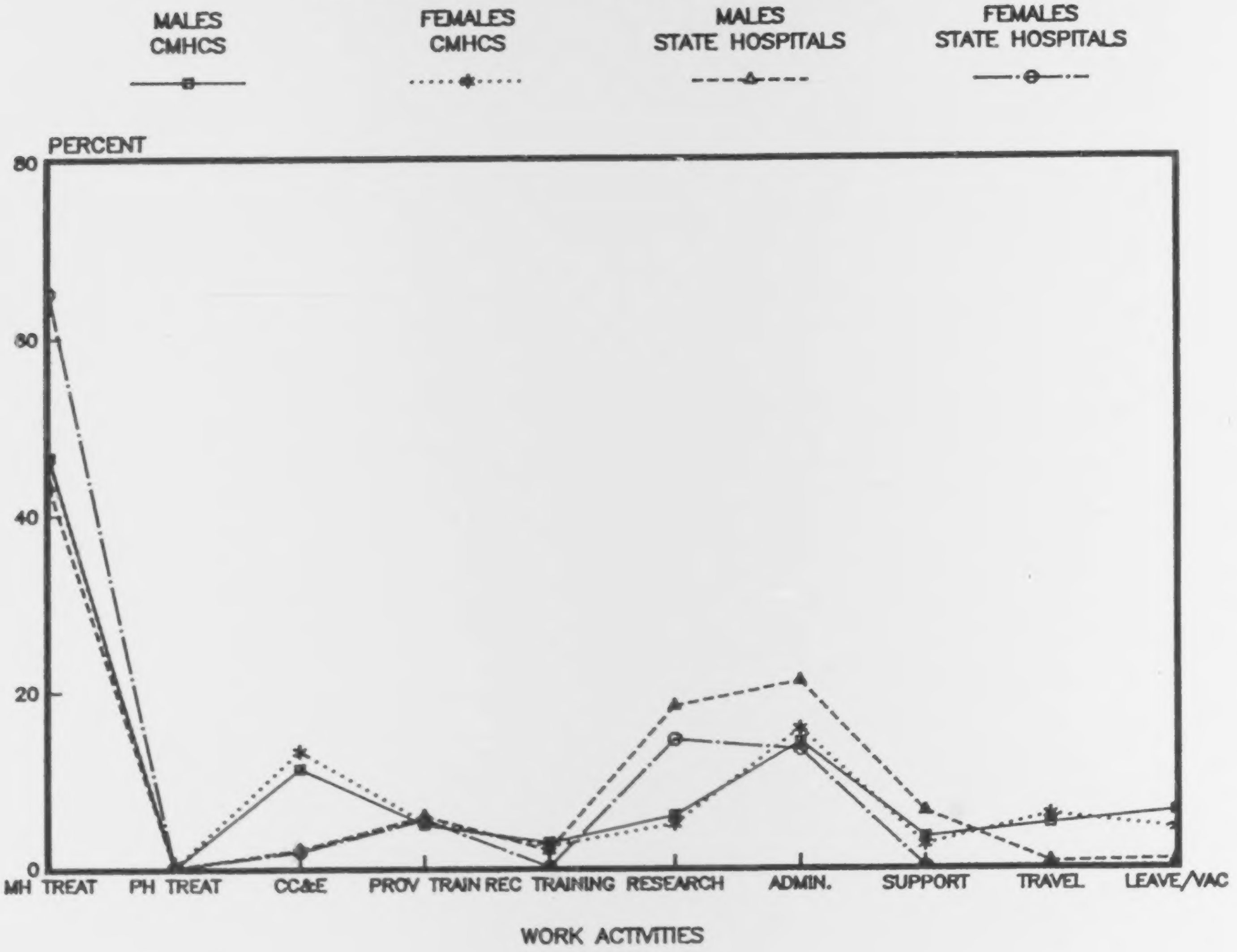

PERCENT ACTIVITY HOURS BY TYPE OF ACTIVITY
FOR MALE AND FEMALE PSYCHIATRISTS
MALES CMHCS
FEMALES CMHCS
MALES STATE HOSPITALS
FEMALES STATE HOSPITALS
PERCENT
80
60
40
20
0
MH TREAT
PH TREAT
CC&E
PROV TRAIN REC
TRAINING
RESEARCH
ADMIN.
SUPPORT
TRAVEL
LEAVE/VAC
WORK ACTIVITIES

FIGURE 13



PERCENT ACTIVITY HOURS BY TYPE OF ACTIVITY

FOR MALE AND FEMALE PH.D. PSYCHOLOGISTS

FIGURE 14

PERCENT ACTIVITY HOURS BY TYPE OF ACTIVITY

FOR MALE AND FEMALE M.A. PSYCHOLOGISTS

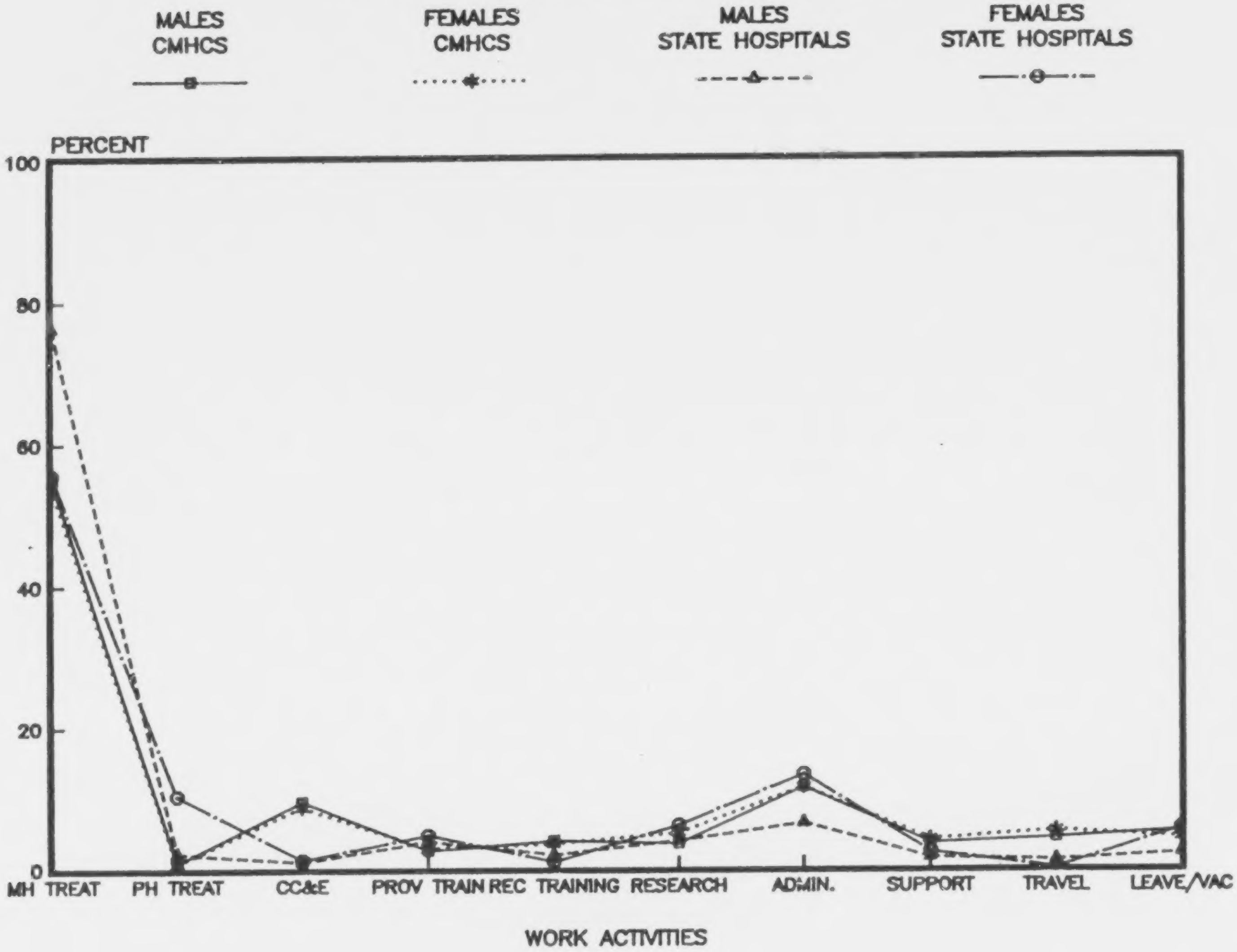


FIGURE 15

PERCENT ACTIVITY HOURS BY TYPE OF ACTIVITY

FOR MALE AND FEMALE B.A. PSYCHOLOGISTS

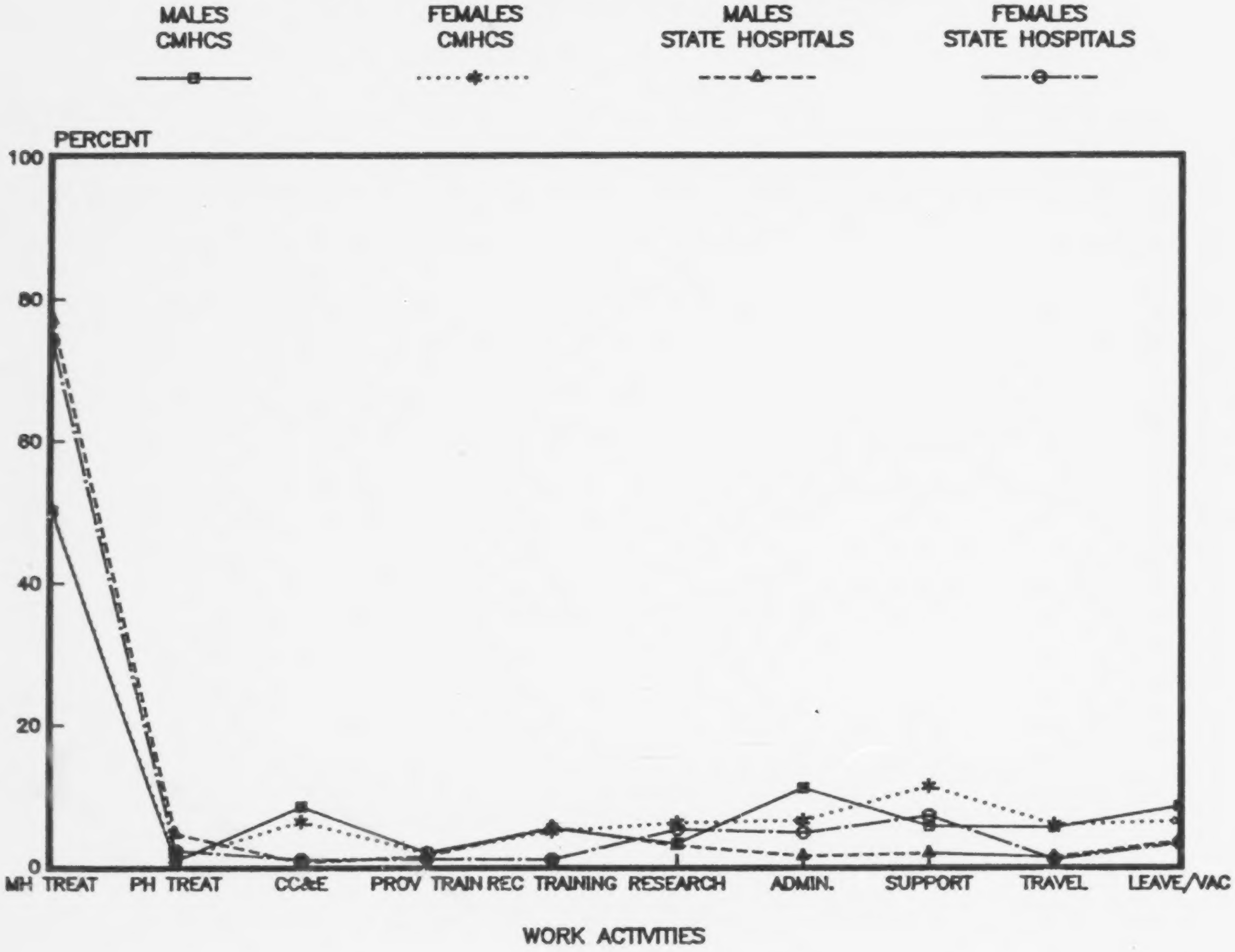


FIGURE 16

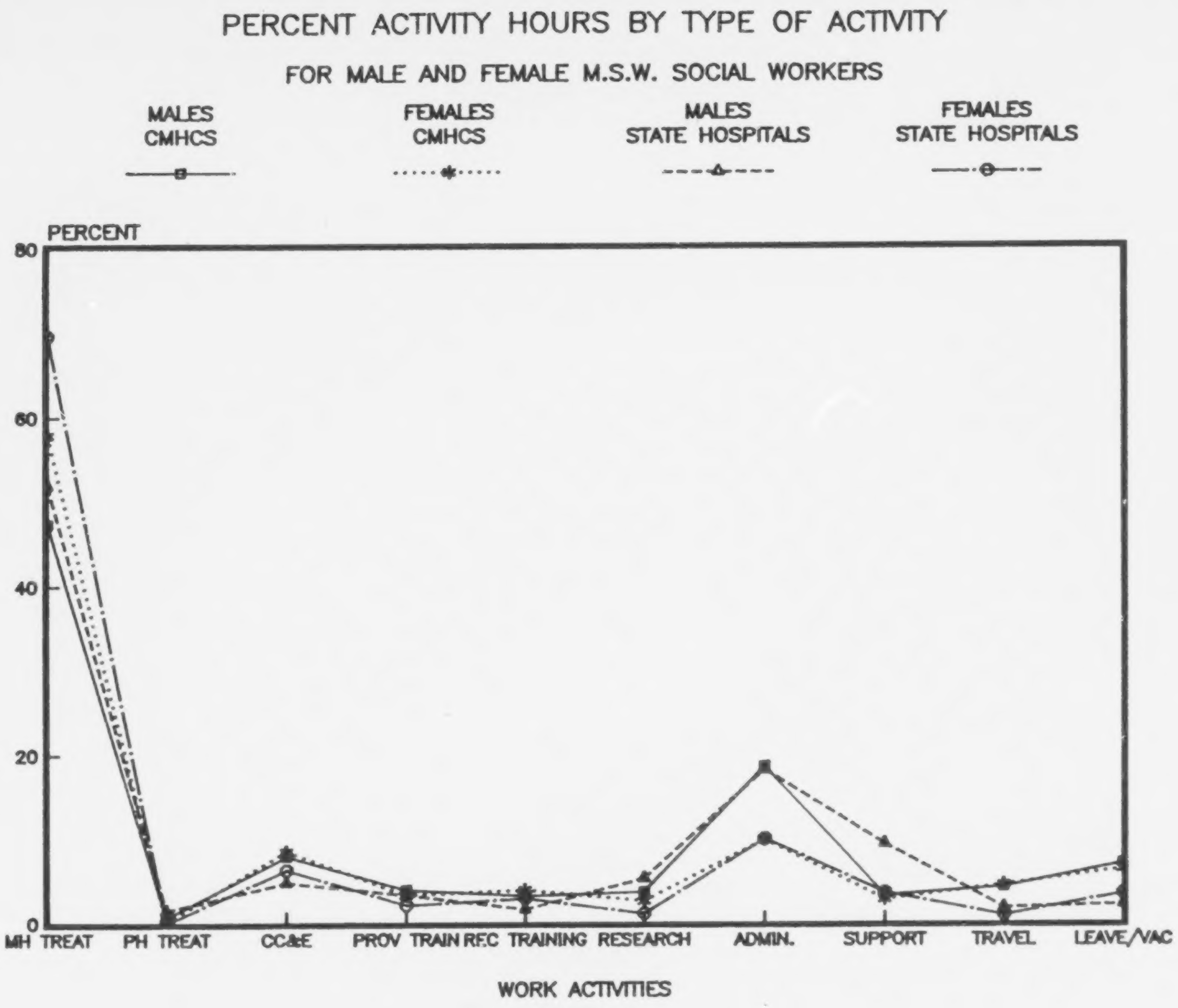

PERCENT ACTIVITY HOURS BY TYPE OF ACTIVITY
FOR MALE AND FEMALE M.S.W. SOCIAL WORKERS
MALES CMHCS
FEMALES CMHCS
MALES STATE HOSPITALS
FEMALES STATE HOSPITALS
PERCENT
80
60
40
20
0
MH TREAT
PH TREAT
CC&E
PROV TRAIN REC
TRAINING
RESEARCH
ADMIN.
SUPPORT
TRAVEL
LEAVE/VAC
WORK ACTIVITIES

FIGURE 17

The work activities of B.A. social workers (Figure 18) shows that in CMHCs, male B.A. social workers spend a greater percentage of their time in administrative activities and proportionately less time in support activities than do female B.A. social workers. For state hospitals, female B.A. social workers spend a considerably greater proportion of their time providing mental and physical health treatment and proportionately less time providing training and performing support activities than do their male counterparts.

The activity profiles for male and female nurses are shown in Figure 19. Female nurses in CMHCs spend a larger percentage of their time in mental health treatment than do male nurses and also proportionately more time in administrative activities. Men who are nurses in CMHCs spend more of their time in physical health treatment, receiving training, and performing research. The activity profiles of male and female nurses in state hospitals are quite different with male nurses performing considerably more mental health treatment and spending less time in administrative activities and on leave or vacation. These differences probably reflect the greater seniority of female nurses in state hospitals where the average tenure with the facility is 5.2 years for female nurses and 1.4 years for male nurses.

Figure 20 provides the discipline profiles of psychiatric technicians. Male psychiatric technicians in both CMHCs and state hospitals spend a larger proportion of their time in mental health treatment than do female psychiatric technicians who appear to spend more of their time on leave and on vacation.

The major difference between the discipline profiles of male and female support staff (Figure 21) is that the men spend a greater percentage of their time in administrative activities and the women in support activities.

The discipline profiles of male and female administrative staff are illustrated in Figure 22. Male administrative staff in CMHCs spend more time than do female administrators in mental health treatment and program evaluation and research, while female administrative staff in CMHCs spend more time in administrative and support activities. The discipline profiles of administrative staff in state hospitals are very similar for males and females.

The discipline profiles of CMHC staff belonging to the "Other" discipline category (Figure 23) are about the same for men and women except males spend slightly more time in mental health treatment, and slightly less time performing support activities. For "Other" personnel in state hospitals, males spend proportionately more time providing mental health treatment and support, and less time providing physical health treatment.

PERCENT ACTIVITY HOURS BY TYPE OF ACTIVITY

FOR MALE AND FEMALE B.A. SOCIAL WORKERS

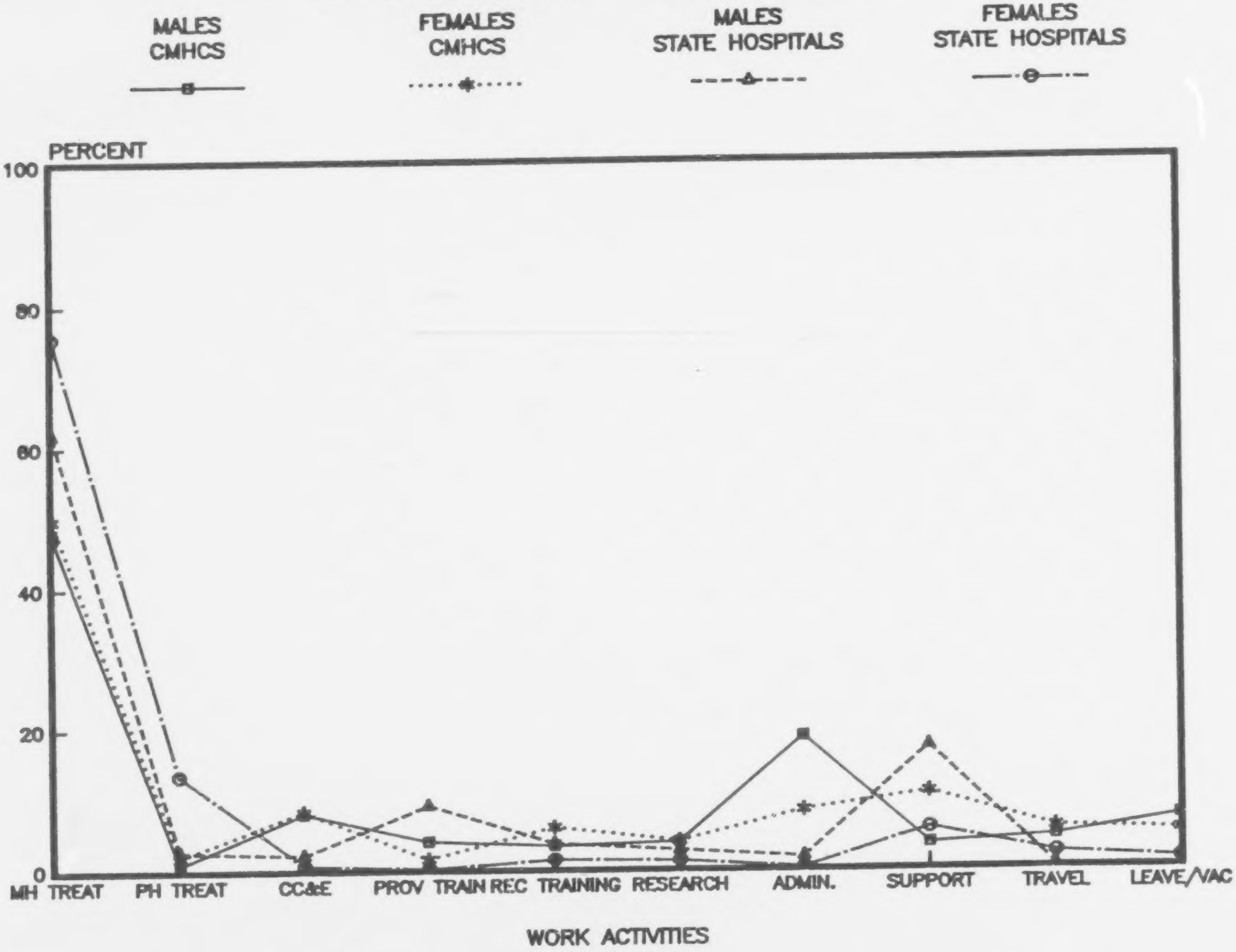


FIGURE 18

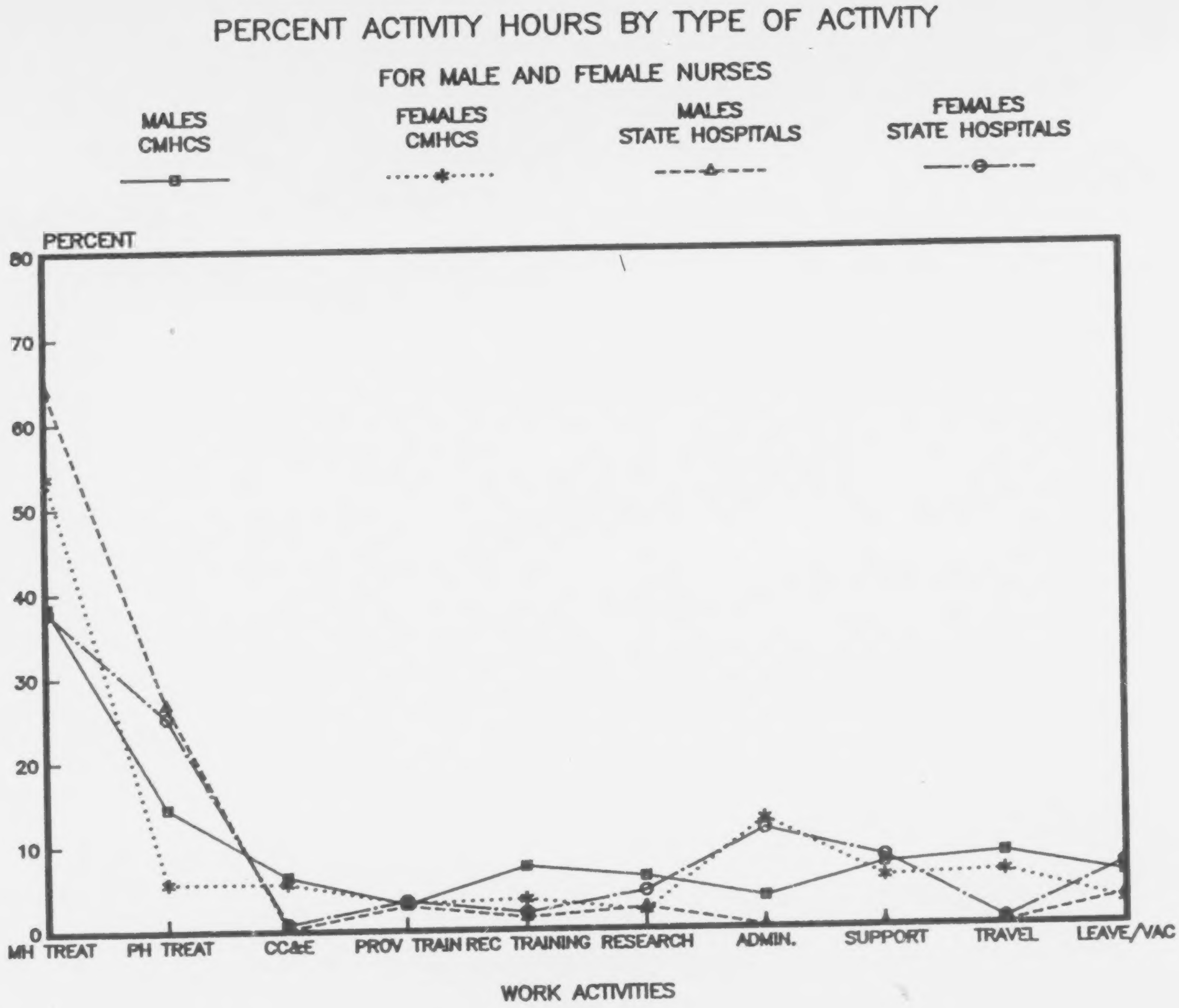
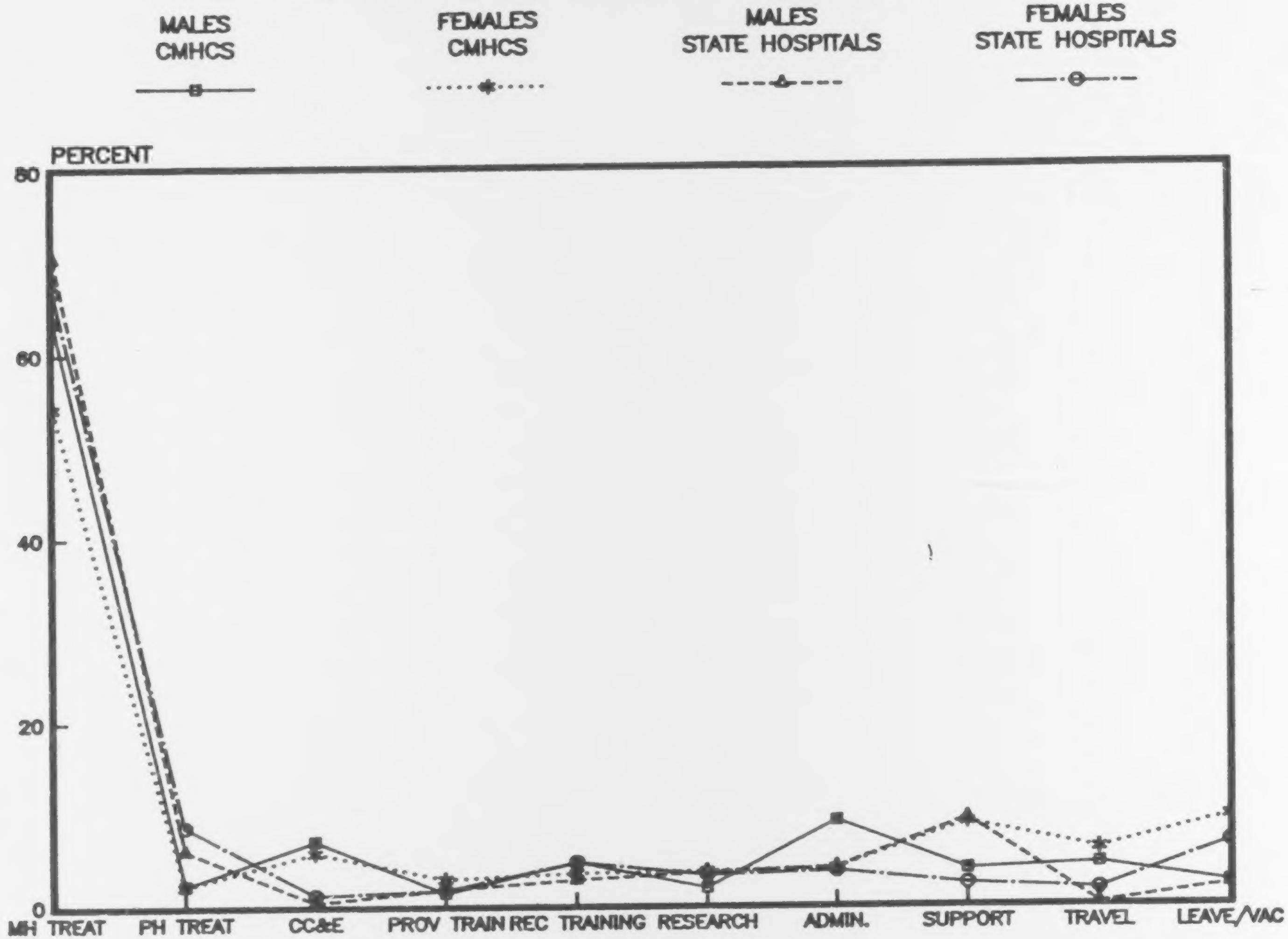

PERCENT ACTIVITY HOURS BY TYPE OF ACTIVITY
FOR MALE AND FEMALE NURSES
MALES CMHCS
FEMALES CMHCS
MALES STATE HOSPITALS
FEMALES STATE HOSPITALS
PERCENT
80
70
60
50
40
30
20
10
0
MH TREAT
PH TREAT
CC&E
PROV TRAIN REC
TRAINING
RESEARCH
ADMIN.
SUPPORT
TRAVEL
LEAVE/VAC
WORK ACTIVITIES

FIGURE 19

PERCENT ACTIVITY HOURS BY TYPE OF ACTIVITY

FOR MALE AND FEMALE PSYCHIATRIC TECHNICIANS

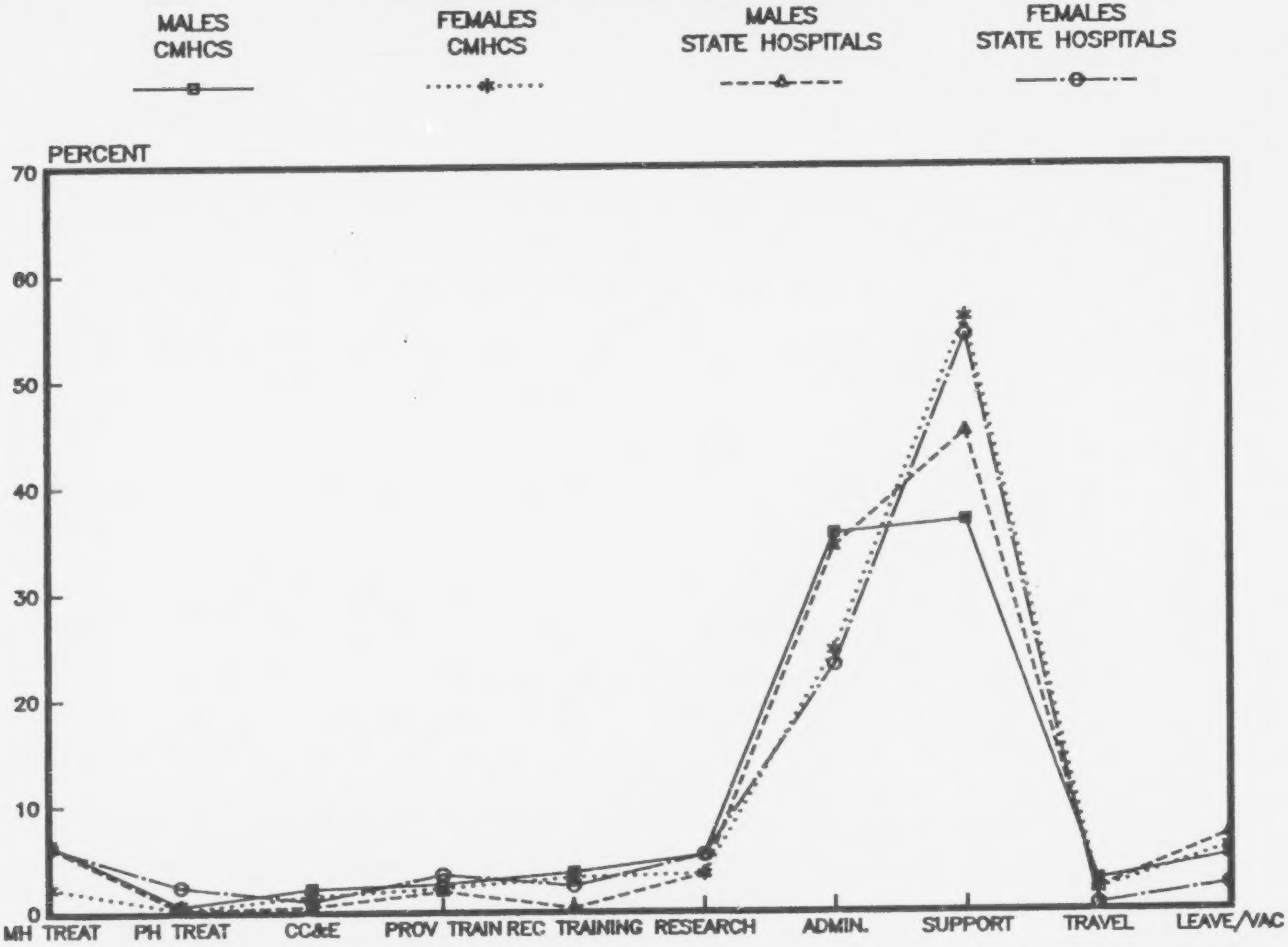


WORK ACTIVITIES

FIGURE 20

PERCENT ACTIVITY HOURS BY TYPE OF ACTIVITY

FOR MALE AND FEMALE SUPPORT STAFF



WORK ACTIVITIES

FIGURE 21

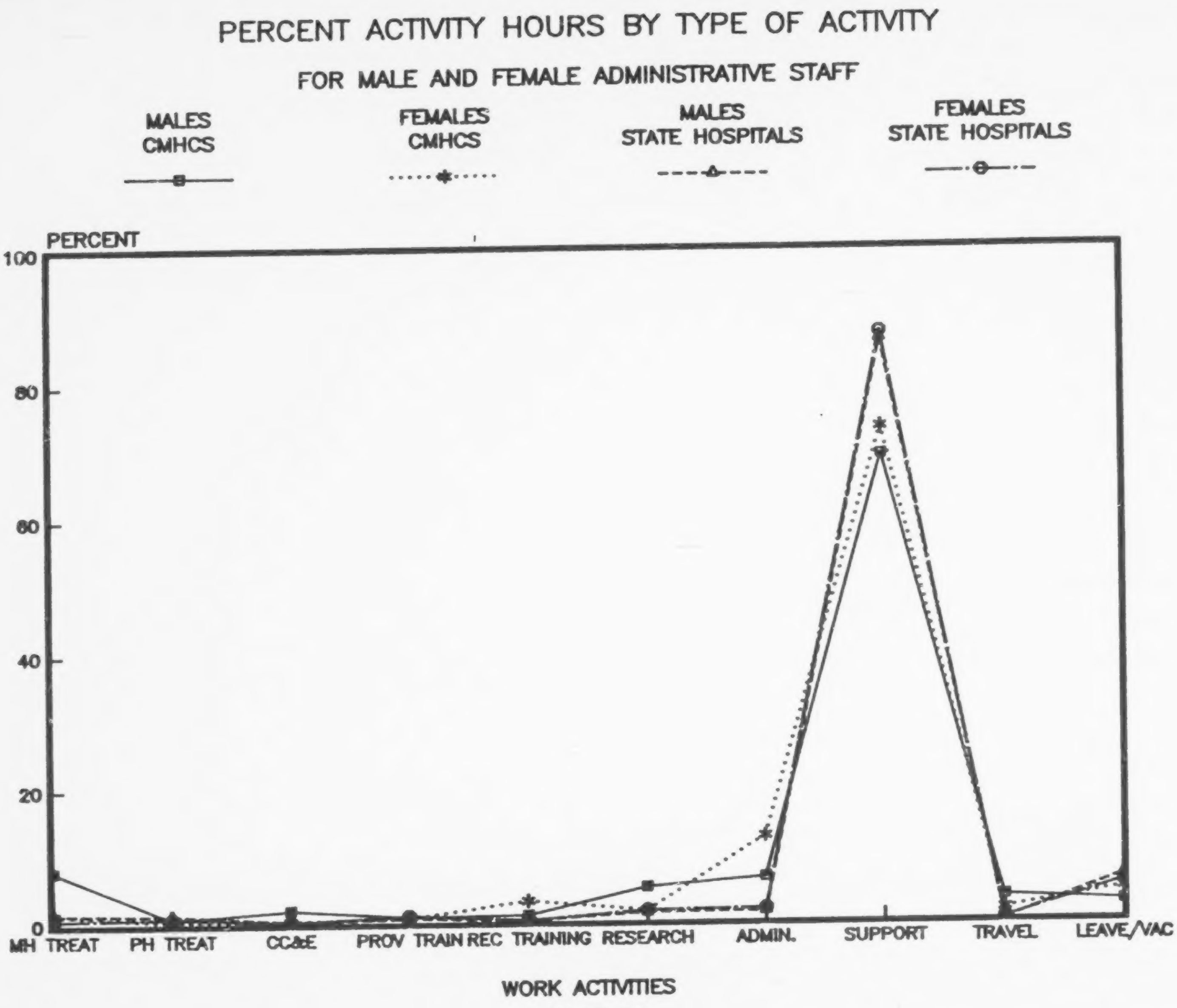

PERCENT ACTIVITY HOURS BY TYPE OF ACTIVITY
FOR MALE AND FEMALE ADMINISTRATIVE STAFF
MALES CMHCS
FEMALES CMHCS
MALES STATE HOSPITALS
FEMALES STATE HOSPITALS
PERCENT
100
80
60
40
20
0
MH TREAT
PH TREAT
CC&E
PROV TRAIN
REC
TRAINING
RESEARCH
ADMIN.
SUPPORT
TRAVEL
LEAVE/VAC
WORK ACTIVITIES

FIGURE 22

PERCENT ACTIVITY HOURS BY TYPE OF ACTIVITY

FOR MALE AND FEMALE OTHER STAFF

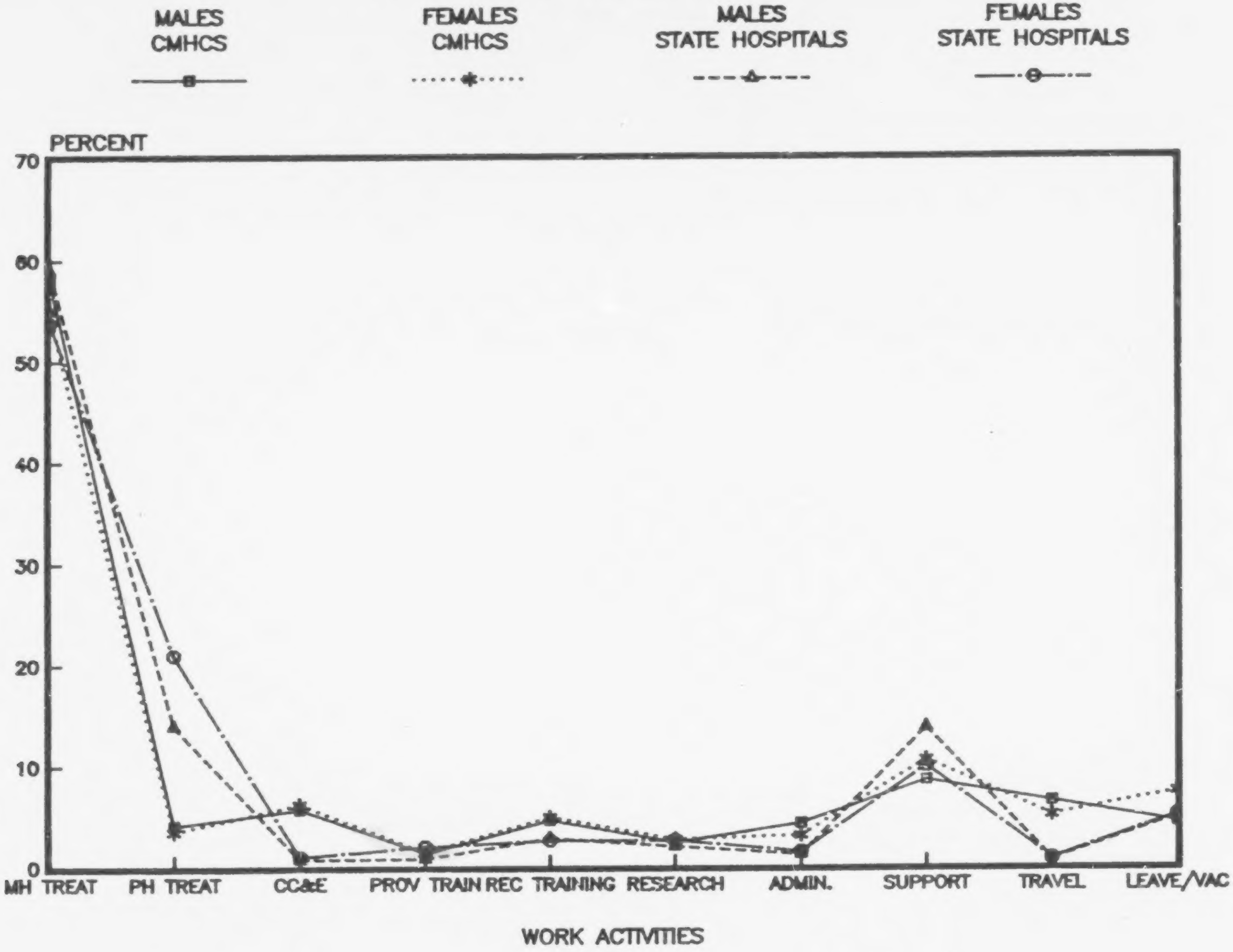


FIGURE 23

Section IV. Salary Level

Data on salary come from a question asking respondents "What is your current annual gross salary from this employer before deductions or taxes? (Exclude fringe benefits.)" Categories containing salary ranges were provided for respondents to check. Because procedures for converting salaries of part-time personnel to a full-time equivalent salary did not provide reliable results, part-time personnel (4.3 percent of state hospital and 9.6 percent of CMHC respondents) are excluded from analyses involving salary.

Figure 24 shows the percentage of male and female respondents by salary range. Only regular, full-time staff are included in this figure. For CMHCs there are proportionately more females making less than $17,500 and proportionately more males making more than this amount. Results are similar for state hospitals, except the male and female curves cross at the $22,500 mark rather than at the $17,500 mark.

Table 7 shows the number and percent of staff reporting salary and the average salaries of male and female staff by educational discipline. A reasonably large proportion of fulltime respondents in both CMHCs and state hospitals in each discipline category answered the salary question. Ninety-one percent of the male full-time respondents and 89 percent of the female full-time respondents provided an interpretable answer to the salary question. For state hospitals, the proportions of males and females responding correctly were 88 and 87 percent for males and females, respectively. The types of staff with the lowest proportion of correct responses to the salary question were male psychiatrists (76%) and M.A. and B.A. psychologists (75%) in state hospitals.

Average salaries were computed by summing the midpoint of the salary intervals checked by respondents of a given educational discipline and then dividing this sum by the number of respondents answering the salary question. In CMHCs, for every discipline category except nurses, males consistently reported a larger salary than did females. Women fared considerably better in state hospitals, where the salary reported by women exceeded that reported by men for psychiatrists, Ph.D. psychologists, B.A. psychologists, and psychiatric technicians and was about the same for "Other" staff. Part, but not all, of this difference may be due to women in state hospitals having a longer average tenure than men. A comparison of the average tenures in Table 1 with the average salaries in Table 7 reveals that the discipline categories where the salaries of women exceed those of men are not necessarily the same categories as those where women have a longer tenure with the facility. The pattern does fit for Ph.D. and B.A. psychologists and psychiatric technicians where women in state hospitals have both larger salaries and longer tenures, and for psychiatrists, M.S.W. social workers and administrative staff - where men have both

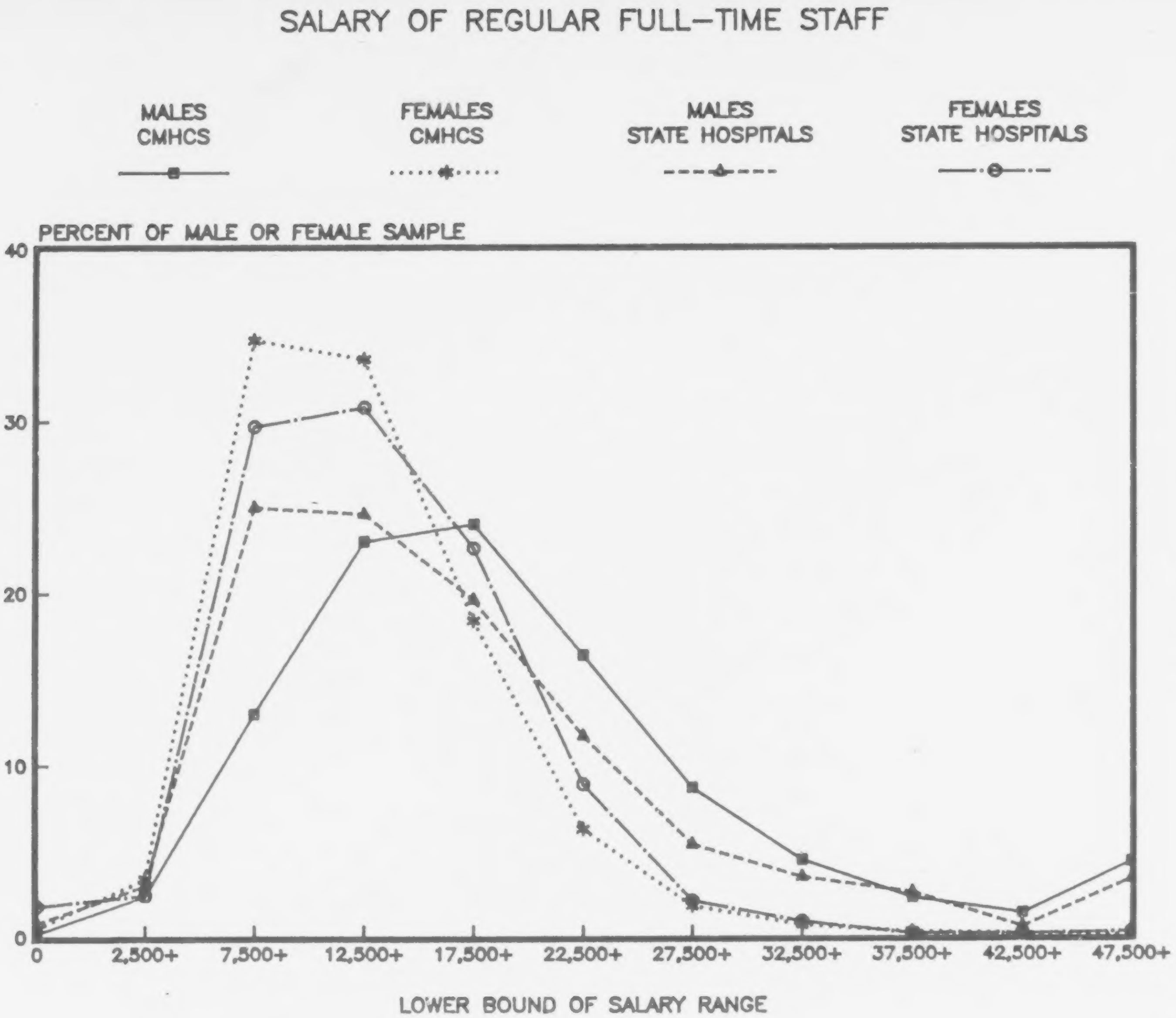

SALARY OF REGULAR FULL-TIME STAFF
MALES CMHCS
FEMALES CMHCS
MALES STATE HOSPITALS
FEMALES STATE HOSPITALS
PERCENT OF MALE OR FEMALE SAMPLE
40
30
20
10
0
0
2,500+
7,500+
12,500+
17,500+
22,500+
27,500+
32,500+
37,500+
42,500+
47,500+
LOWER BOUND OF SALARY RANGE

FIGURE 24

TABLE 7
REGIONAL

Average Fulltime Salary by Type of Staff and Gender
Regional Totals for CMHCs and State Hospitals

Gender	Total	Psychiat.	Ph.D. Psychs.	M.A. Psychs.	B.A. Psychs.	M.S.W. Social Workers	B.A. Social Workers	Nurses	Psych. Techs.	Support	Admin.	Other
CMHCs												
Males												
Percent Reporting Salary	91%	92%	90%	89%	92%	91%	95%	100%	89%	94%	96%	87%
Number of Staff	1463	90	202	249	118	233	35	14	24	112	96	290
Mean Midsalary Range	20670	39700	27525	19789	16347	23882	11671	18214	15688	22558	13031	13338
Females												
Percent Reporting Salary	89%	81%	96%	93%	89%	95%	89%	92%	95%	89%	91%	82%
Number of Staff	2268	13	53	191	151	213	66	134	39	254	643	511
Mean Midsalary Range	14069	32308	23547	17113	13179	19007	10250	19134	14013	14079	11278	12364
State Hospitals												
Males												
Percent Reporting Salary	88%	76%	86%	92%	91%	86%	80%	100%	100%	83%	90%	87%
Number of Staff	604	16	12	12	20	32	4	9	11	24	205	259
Mean Midsalary Range	15748	40813	30833	23333	13000	24219	15000	19444	12273	27083	13520	13060
Females												
Percent Reporting Salary	87%	100%	75%	75%	80%	100%	83%	91%	100%	86%	90%	86%
Number of Staff	804	4	3	9	16	19	10	60	16	59	235	373
Mean Midsalary Range	13851	46250	33333	18889	15938	21842	13500	18417	13438	15085	11798	13119

* Colorado's state hospital data and Washington's data are not included in this table due to missing job function data.

greater salaries and longer tenure. Data from the remaining five discipline categories do not fit this pattern. One discipline category where the differences between men and women for salary and tenure are very different is psychiatrists. Here, on average, male and female psychiatrists have been at the facility about the same length of time (3.4 and 3.2 years respectively), but the women earn about $5,000 more. This discrepancy appears very interesting, but is probably not very reliable due to the relatively small numbers of male and female full-time psychiatrists in state hospitals and to the small proportion of male psychiatrists who reported their salary.

Section V. Staff Effort with Target Client Groups

Respondents who provided services to at least one client during the sample week were asked to list the number of clients seen during the week and the percent of clients seen by age group, ethnic group, and whether clients were chronically mentally ill (CMI) or not chronically mentally ill. The average number of clients seen per FTE by type of staff and organization type and gender is shown in Table 8. Tables 9 and 10 contain categories CMI and non-CMI clients and for client age groups. The percents in Tables 9 and 10 were derived in a two-step process. First, the percent listed by the respondent in a given category was multiplied by his or her FTE value to establish a weighted percentage. For instance, consider a respondent who worked half-time and indicated in the age-group question that 25 percent of his or her clients seen during the sample week were children: the weighted percentage established for that respondent in that category was 12.5 percent. The second step was to add the weighted percent of clients in a given category for all respondents of the same gender and to divide by the total number of FTEs for that gender group. The resulting percents represent the average percent per FTE listed by all respondents of a given gender for each category within the client grouping (e.g., client age groups). In other words, a full-time staff member who saw only two clients during the sample week contributes as much to the average as does a full-time staff member who saw sixty clients. The reason for analyzing the data in this way is that we are interested in how male and female therapists are utilized in terms of target group clients seen; rather than in the proportion of target group clients they serve.

Average Number of Clients Per FTE. As shown in Table 8, when data from the eleven different types of staff are combined, males and females see about the same number of clients per FTE, with staff at state hospitals seeing more clients than staff at CMHCs. For both state hospitals and CMHCs, female psychiatrists see more clients than do male psychiatrists. In CMHCs male B.A. social workers see more clients per FTE than do female B.A. social workers, but female nurses and female psychiatric technicians see more clients than do their male counterparts. For state hospitals, female Ph.D. psychologists and

TABLE 8
REGION

Average Number of Clients Per FTE by Type of Staff and Gender
Regional Totals For CMHCs and State Hospitals

Gender	Total	Psychiat.	Ph.D. Psychs.	M.A. Psychs.	B.A. Psychs.	M.S.W. Social Workers	B.A. Social Workers	Nurses	Psych. Techs.	Support	Admin.	Other
CMHCs												
Males												
Av. Number of Clients	20.3	22.2	17.5	21.0	19.8	19.3	27.5	17.5	20.3	12.1	16.8	22.7
Number of FTEs	1166.7	94.7	201.7	243.9	95.4	199.9	22.5	11.5	23.9	22.5	12.7	238.0
Females												
Av. Number of Clients	20.9	31.9	16.5	18.9	20.2	20.3	20.0	23.6	27.9	16.1	13.0	21.8
Number of FTEs	1221.3	13.8	52.1	172.6	118.4	207.2	52.7	127.7	30.7	21.8	16.7	407.6
State Hospitals												
Males												
Av. Number of Clients	29.3	23.2	24.5	28.3	29.7	25.7	17.3	34.0	22.3	17.0	32.6	31.5
Number of FTEs	298.8	19.4	10.0	11.5	18.0	31.0	4.0	8.0	9.0	5.0	5.0	177.9
Females												
Av. Number of Clients	30.6	48.0	29.5	27.0	24.5	24.1	26.8	29.6	30.6	30.9	24.8	31.6
Number of FTEs	397.3	3.0	4.0	9.0	15.9	14.0	11.2	43.7	11.8	11.0	5.0	268.7

* Colorado's state hospital data and Washington's data are not included in this table due to missing job function data.

TABLE 9
REGIONAL

Average Percent of Caseload CMI
Regional Totals For CMHCs and State Hospitals

Gender	Total	Psychiat.	Ph.D. Psychs.	M.A. Psychs.	B.A. Psychs.	M.S.W. Social Workers	B.A. Social Workers	Nurses	Psych. Techs.	Support	Admin.	Other
CMHCs												
Males												
Av % Caseload CMI	30.6%	55.1%	23.4%	22.4%	36.4%	32.3%	22.6%	37.5%	46.2%	21.5%	50.4%	31.2%
Number of FTEs	770.1	60.5	131.0	165.1	62.5	124.6	16.5	4.0	12.9	11.5	7.0	174.7
Females												
Av % Caseload CMI	35.8%	65.0%	14.9%	23.9%	30.3%	31.6%	32.4%	45.2%	16.7%	44.8%	45.6%	43.0%
Number of FTEs	747.6	8.8	29.3	99.8	69.3	127.6	38.3	60.7	10.0	13.8	10.0	279.9
State Hospitals												
Males												
Av % Caseload CMI	64.3%	77.3%	62.7%	67.7%	70.1%	59.8%	76.3%	67.1%	65.4%	44.6%	39.4%	63.7%
Number of FTEs	255.8	19.4	10.0	11.0	17.0	30.0	4.0	7.0	9.0	5.0	5.0	138.4
Females												
Av % Caseload CMI	72.6%	71.7%	50.5%	55.9%	74.5%	80.6%	64.3%	70.1%	81.9%	74.3%	89.0%	73.0%
Number of FTEs	340.6	3.0	4.0	9.0	14.9	14.0	10.5	41.7	10.8	11.0	4.0	217.7

* Colorado's state hospital data and Washington's data are not included in this table due to missing job function data.

TABLE 10
REGIONAL

Average Percent of Caseload by Client Age Categories, Type of Staff and Gender Regional Totals For CMHCs

Gender	Total	Psychiat.	Ph.D. Psychs.	M.A. Psychs.	B.A. Psychs.	M.S.W. Social Workers	B.A. Social Workers	Nurses	Psych. Techs.	Support	Admin.	Other
CMHCs												
Males												
Av % Caseload Children	8.0%	4.6%	12.4%	7.2%	8.5%	6.5%	.3%	.0%	11.1%	15.3%	1.7%	7.9%
Av % Caseload Adolescents	13.2%	4.9%	14.0%	12.9%	15.9%	10.8%	27.0%	23.0%	23.5%	10.0%	2.8%	14.8%
Av % Caseload Adults	74.6%	84.3%	71.2%	77.5%	73.1%	79.6%	61.5%	55.0%	63.4%	68.8%	92.4%	71.0%
Av % Caseload Elderly	4.1%	6.2%	2.4%	2.5%	2.4%	3.1%	11.1%	22.0%	1.9%	5.9%	3.1%	6.4%
Number of FTEs	810.0	60.5	136.0	169.6	66.5	126.6	18.5	5.0	12.9	14.5	9.0	191.0
Females												
Av % Caseload Children	10.2%	8.8%	10.4%	10.7%	14.8%	8.9%	12.8%	2.8%	8.2%	1.3%	.0%	11.6%
Av % Caseload Adolescents	14.5%	4.5%	24.2%	18.9%	18.0%	9.5%	14.3%	9.1%	17.3%	10.4%	18.3%	14.7%
Av % Caseload Adults	68.6%	80.0%	64.0%	65.3%	61.6%	75.3%	67.2%	77.9%	65.0%	70.2%	80.3%	66.5%
Av % Caseload Elderly	6.8%	6.8%	1.4%	5.0%	5.6%	6.3%	5.7%	10.2%	9.5%	18.1%	1.5%	7.2%
Number of FTEs	798.8	9.8	29.3	106.3	74.2	129.0	39.3	64.5	11.0	16.8	11.0	307.6

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* Colorado's state hospital data and Washington's data are not included in this table due to missing job function data.

psychiatric technicians see more clients than do males belonging to these two categories, but male nurses and male B.A. psychologists see more clients than do their female counterparts.

Caseload by CMI Categories. Table 9 presents the average percentage of clients per FTE who are CMI by type of staff and gender for CMHCs and state hospitals. On average, a greater percentage of the clients seen by women are CMI, than is the corresponding percentage of clients seen by men. This is true for both CMHCs and state hospitals, but, of course, both males and females in state hospitals have a greater percentage of their clients who are CMI. When these percentages are broken down by educational discipline, it is not always the females who see the greatest proportion of CMI clients: examination of Table 9 shows that there is considerable variability among the disciplines in who sees the greater proportion of CMI clients.

Caseload by Age Category. Tables 10 and 11 show the average percents per FTE of caseloads of male and female respondents which are children (0-11 years), adolescents (12-17 years), adults (18-64 years), and elderly (65 years and older). For CMHCs, (Table 10) women see greater proportions of children, adolescents and elderly patients and men see a greater proportion of adult patients. Among female staff at CMHCs, the B.A. psychologists see the largest proportion of children (14.8%), while the group seeing the largest proportion of adolescents is doctorate level psychologists (24.2%). Female nurses, psychiatric technicians, and staff whose primary job function is support have caseloads with the greatest proportion of elderly patients. Among male staff at CMHCs, the three groups whose caseloads consist of a large proportion of adolescents are male B.A. social workers, nurses, and psychiatric technicians.

Only a very small proportion of the caseloads of staff at state hospitals (Table 11) consist of children. A greater proportion of the clients seen by male staff at state hospitals are adolescents than that seen by female staff, but elderly patients represent a greater proportion of the caseloads of female staff at state hospitals. Again, there is considerable variation in the percentages of caseloads among the different types of staff.

TABLE 11
REGIONAL

Average Percent of Caseload by Client Age Categories,
Type of Staff and Gender
Regional Totals For State Hospitals

Gender	Total	Psychiat.	Ph.D. Psychs.	M.A. Psychs.	B.A. Psychs.	M.S.W. Social Workers	B.A. Social Workers	Nurses	Psych. Techs.	Support	Admin.	Other
State Hospitals												
Males												
Av % Caseload Children	1.8%	2.6%	.0%	2.6%	6.3%	1.5%	.0%	.6%	.8%	5.8%	.8%	1.4%
Av % Caseload Adolescents	14.3%	5.0%	10.0%	9.6%	11.6%	22.1%	6.3%	3.7%	11.0%	40.2%	3.6%	15.2%
Av % Caseload Adults	68.8%	86.6%	80.8%	85.4%	76.7%	69.2%	50.0%	82.5%	58.0%	52.0%	85.0%	64.4%
Av % Caseload Elderly	15.4%	5.8%	9.2%	2.4%	5.5%	7.2%	43.8%	13.1%	30.2%	2.0%	10.8%	19.4%
Number of FTEs	294.8	19.4	10.0	11.5	18.0	31.0	4.0	8.0	9.0	5.0	5.0	173.9
Females												
Av % Caseload Children	1.0%	.0%	.0%	.0%	.8%	.0%	.4%	1.3%	.6%	.5%	.0%	1.2%
Av % Caseload Adolescents	8.7%	33.3%	8.0%	.4%	6.6%	6.8%	12.5%	17.6%	8.7%	17.7%	4.6%	7.0%
Av % Caseload Adults	65.6%	40.7%	68.8%	73.1%	82.2%	83.1%	73.3%	59.3%	62.5%	52.9%	68.3%	65.1%
Av % Caseload Elderly	24.6%	26.0%	23.3%	26.4%	10.4%	10.1%	13.7%	21.8%	28.1%	28.9%	27.1%	26.7%
Number of FTEs	387.2	3.0	4.0	9.0	15.9	13.0	11.2	43.7	11.8	11.0	4.0	260.7

* Colorado's state hospital data and Washington's data are not included in this table due to missing job function data.

CONCLUSIONS

The purpose of this effort was to answer the five questions put forth in the beginning of this report. Some answers appear below.

1. Male and female staff do differ in their educational level and job experience. On average male respondents were better educated. In both CMHCs and state hospitals, a greater proportion of males than females were found to have graduate degrees. Male respondents also had a longer average tenure than female respondents. On average, for all discipline categories except nursing, males in CMHCs have been with the facility longer than have females. The job experience of males and females is more equitable in state hospitals where, for many educational discipline categories, females have longer tenure than males.

2. There are differences between men and women in the staff characteristics of employment status, job function, and management level for respondents from CMHCs, but not for state hospitals. A greater proportion of male than female respondents are employed on a regular full-time basis in CMHCs. In CMHCs, proportionately more males than females have the job functions of direct care and administration while there are proportionately fewer males whose primary job function is support. Also, in CMHCs, there is a smaller proportion of female respondents in all types of management positions.

3. The work activities of male and female respondents of the same educational background were examined extensively and found to differ for some disciplines, such as psychiatrists, Ph.D. psychologists, nurses, and support staff, and to be about the same for other types of staff, such as psychiatric technicians. The pattern of similarities and differences between men and women in their job activities is very complex making generalizations difficult. Also, differences in the activities of male and female staff in CMHCs are often not the same as those found in state hospitals.

4. In CMHCs, men and women with the same educational background do not earn equivalent salaries. The average salary for males is always more than the average salary of females from the same educational discipline category, except for female nurses who earn, on average, about $900 more than do male nurses. These differences in salaries for male and female staff at CMHCs parallel differences in tenure, with males in CMHCs having a longer average tenure than females for all categories except nursing. The salary situation is more complex - but better - for women in state hospitals, where the average salaries of women exceed those of men for four of eleven discipline categories. For six discipline categories, the gender earning the larger salary also had the longer average

tenure. These results suggest that some portion of the difference between males' and females' average salaries are due to differences in their average tenure.

5. Men and women staff who reported seeing clients, differ in the types of client they see, with women being utilized slightly more than men to treat the CMI, children, and elderly patients and men seeing a greater proportion of non-CMI and adult patients.

Besides finding a number of gender differences, this examination also uncovered a major difference between respondents from CMHCs and state hospitals. On average, males in CMHCs: earn a greater salary; tend to be employed more frequently on a regular, full-time basis; hold more management positions; are better educated; and have been with the facility longer than have females. Most of these gender differences were not found in state hospitals. Women in state hospitals hold more management positions than women in CMHCs, they earn an average salary more equivalent to that of males, and, on average, they have been employed at the facility longer than their male counterparts.

These findings lead to two questions. First, why are things more equitable between males and females in state hospitals? Secondly, how much variation in salary is associated with: Staff position? Educational level? Tenure with the facility? Whether one works at a CMHC or a state hospital? And finally, gender? These questions should be explored further using stepwise multiple regression techniques.

Appendix

TABLE 1a
ALASKA

Percent of Staff, Number of Staff, and Average Tenure with Facility
by Type of Staff and Gender
For CMHCs and State Hospitals in Alaska

Gender	Total	Psychiat.	Ph.D. Psychs.	M.A. Psychs.	B.A Psychs.	M.S.W. Social Workers	B.A. Social Workers	Nurses	Psych. Techs.	Support	Admin.	Other
CMHCs												
Males												
Percent of Staff	100.0%	.0%	.0%	.0%	.0%	100.0%	.0%	.0%	.0%	.0%	.0%	.0%
Number of Staff	1	0	0	0	0	1	0	0	0	0	0	0
Mean Years at Facility	1.0	-	-	-	-	1.0	-	-	-	-	-	-
Females												
Percent of Staff	100.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	100.0%	.0%
Number of Staff	1	0	0	0	0	0	0	0	0	0	1	0
Mean Years at Facility	1.0	-	-	-	-	-	-	-	-	-	1.0	-
State Hospitals												
Males												
Percent of Staff	100.0%	8.3%	.0%	11.1%	.0%	5.6%	.0%	2.8%	.0%	5.6%	13.9%	52.8%
Number of Staff	36	3	0	4	0	2	0	1	0	2	5	19
Mean Years at Facility	3.6	3.0	-	3.2	-	5.5	-	1.0	-	9.5	2.4	3.5
Females												
Percent of Staff	100.0%	.0%	4.9%	2.4%	7.3%	2.4%	2.4%	4.9%	.0%	4.9%	34.1%	36.6%
Number of Staff	41	0	2	1	3	1	1	2	0	2	14	15
Mean Years at Facility	5.8	-	6.5	3.0	9.0	6.0	1.0	4.0	-	9.0	5.2	5.8

TABLE 1b
ARIZONA

Percent of Staff, Number of Staff, and Average Tenure with Facility by Type of Staff and Gender For CMHCs and State Hospitals in Arizona

Gender	Total	Psychiat.	Ph.D. Psychs.	M.A. Psychs.	B.A. Psychs.	M.S.W. Social Workers	B.A. Social Workers	Nurses	Psych. Techs.	Support	Admin.	Other
CMHCs												
Males												
Percent of Staff	100.0%	7.5%	10.7%	16.3%	6.7%	11.6%	3.4%	.6%	.7%	9.6%	8.1%	24.9%
Number of Staff	534	40	57	87	36	62	18	3	4	51	43	133
Mean Years at Facility	3.1	3.5	4.5	3.1	2.2	3.8	1.8	2.0	4.5	4.2	2.4	2.2
Females												
Percent of Staff	100.0%	1.5%	2.0%	10.4%	5.2%	8.7%	3.7%	3.8%	1.0%	11.4%	31.3%	21.1%
Number of Staff	792	12	16	82	41	69	29	30	8	90	248	167
Mean Years at Facility	2.7	2.5	3.1	2.1	2.1	3.2	2.1	3.0	2.7	3.1	2.7	2.7
State Hospitals												
Males												
Percent of Staff	100.0%	3.5%	1.3%	2.2%	5.7%	.9%	.4%	.9%	3.0%	5.2%	44.8%	32.2%
Number of Staff	230	8	3	5	13	2	1	2	7	12	103	74
Mean Years at Facility	6.2	8.6	8.3	3.4	3.7	8.5	13.0	2.0	9.1	9.8	6.2	5.5
Females												
Percent of Staff	100.0%	.6%	.3%	1.9%	2.2%	2.5%	.6%	9.1%	3.8%	5.0%	34.1%	39.7%
Number of Staff	317	2	1	6	7	8	2	29	12	16	108	126
Mean Years at Facility	6.7	4.0	11.0	5.5	2.1	6.0	1.0	6.0	10.2	8.2	7.6	6.1

TABLE 1c
COLORADO

Percent of Staff, Number of Staff, and Average Tenure with Facility
by Type of Staff and Gender
For CMHCs and State Hospitals in Colorado

Gender	Total	Psychiat.	Ph.D. Psychs.	M.A. Psychs.	B.A. Psychs.	M.S.W. Social Workers	B.A. Social Workers	Nurses	Psych. Techs.	Support	Admin.	Other
CMHCs												
Males												
Percent of Staff	100.0%	8.7%	15.2%	17.3%	7.6%	18.1%	1.3%	1.1%	2.7%	5.5%	7.4%	15.0%
Number of Staff	526	46	80	91	40	95	7	6	14	29	39	79
Mean Years at Facility	3.7	4.2	4.3	3.5	2.4	5.1	2.7	3.2	5.4	3.5	2.8	2.4
Females												
Percent of Staff	100.0%	.6%	3.4%	9.1%	7.0%	9.6%	2.4%	7.9%	2.6%	8.7%	28.7%	20.0%
Number of Staff	961	6	33	87	67	92	23	76	25	84	276	192
Mean Years at Facility	3.2	4.0	3.5	3.5	2.2	4.1	1.7	3.5	3.8	3.9	3.1	2.6
State Hospitals												
Males												
Percent of Staff	100.0%	3.4%	4.6%	2.6%	2.9%	8.3%	.3%	3.1%	3.7%	.0%	.0%	71.1%
Number of Staff	350	12	16	9	10	29	1	11	13	0	0	249
Mean Years at Facility	11.7	3.8	10.6	10.0	9.0	12.4	11.0	14.4	13.8	-	-	12.0
Females												
Percent of Staff	100.0%	.2%	.4%	.6%	3.1%	1.3%	.7%	10.3%	5.9%	.0%	.0%	77.5%
Number of Staff	542	1	2	3	17	7	4	56	32	0	0	420
Mean Years at Facility	11.6	1.0	6.0	7.0	5.0	12.0	8.0	11.6	12.7	-	-	11.9

* Colorado's state hospital administration and support staff are included in the "Other" category due to missing job function data.

TABLE 1d
HAWAII

Percent of Staff, Number of Staff, and Average Tenure with Facility by Type of Staff and Gender For CMHCs and State Hospitals in Hawaii

Gender	Total	Psychiat.	Ph.D. Psychs.	M.A. Psychs.	B.A. Psychs.	M.S.W. Social Workers	B.A. Social Workers	Nurses	Psych. Techs.	Support	Admin.	Other
CMHCs												
Males												
Percent of Staff	100.0%	27.9%	22.1%	2.9%	6.7%	17.3%	1.0%	1.0%	.0%	1.9%	2.9%	16.3%
Number of Staff	104	29	23	3	7	18	1	1	0	2	3	17
Mean Years at Facility	5.3	4.3	4.0	2.3	5.1	4.9	1.0	1.0	-	2.5	4.7	10.4
Females												
Percent of Staff	100.0%	2.2%	4.0%	1.8%	4.5%	11.2%	1.8%	4.5%	.9%	13.4%	12.5%	43.3%
Number of Staff	224	5	9	4	10	25	4	10	2	30	28	97
Mean Years at Facility	7.4	3.6	3.9	1.7	3.6	5.2	3.2	7.3	10.5	8.0	8.0	8.8
State Hospitals												
Males												
Percent of Staff	100.0%	10.2%	3.1%	.0%	1.6%	4.7%	.0%	.8%	.8%	1.6%	22.0%	55.1%
Number of Staff	127	13	4	0	2	6	0	1	1	2	28	70
Mean Years at Facility	6.1	.8	4.3	-	4.5	3.7	-	1.0	.0	3.5	9.1	6.5
Females												
Percent of Staff	100.0%	.6%	.0%	.6%	3.6%	1.2%	.6%	6.6%	.0%	10.8%	18.0%	58.1%
Number of Staff	167	1	0	1	6	2	1	11	0	18	30	97
Mean Years at Facility	10.0	4.0	-	2.0	4.0	8.5	2.0	8.1	-	15.2	12.4	9.1

TABLE 1e
IDAHO

Percent of Staff, Number of Staff, and Average Tenure with Facility by Type of Staff and Gender For CMHCs and State Hospitals in Idaho

Gender	Total	Psychiat.	Ph.D. Psychs.	M.A. Psychs.	B.A. Psychs.	M.S.W. Social Workers	B.A. Social Workers	Nurses	Psych. Techs.	Support	Admin.	Other
CMHCs												
Males												
Percent of Staff	100.0%	1.6%	24.6%	27.9%	9.8%	32.8%	3.3%	.0%	.0%	.0%	.0%	.0%
Number of Staff	61	1	15	17	6	20	2	0	0	0	0	0
Mean Years at Facility	5.7	8.0	5.7	6.4	3.2	5.6	7.5	-	-	-	-	-
Females												
Percent of Staff	100.0%	.0%	1.6%	7.8%	4.7%	7.8%	3.1%	6.3%	1.6%	3.1%	53.1%	10.9%
Number of Staff	64	0	1	5	3	5	2	4	1	2	34	7
Mean Years at Facility	3.9	-	2.0	2.4	6.0	4.2	2.5	3.7	9.0	3.5	3.9	4.3
State Hospitals												
Males												
Percent of Staff	100.0%	6.5%	3.2%	1.6%	1.6%	8.1%	3.2%	1.6%	.0%	3.2%	38.7%	32.3%
Number of Staff	62	4	2	1	1	5	2	1	0	2	24	20
Mean Years at Facility	7.0	2.5	5.0	3.0	6.0	5.8	10.0	2.0	-	11.5	10.1	4.6
Females												
Percent of Staff	100.0%	.0%	.0%	.0%	1.0%	1.0%	4.1%	3.1%	1.0%	2.0%	48.0%	39.8%
Number of Staff	98	0	0	0	1	1	4	3	1	2	47	39
Mean Years at Facility	8.4	-	-	-	2.0	.0	7.5	4.3	9.0	10.5	8.0	9.6

TABLE 1f
MONTANA

Percent of Staff, Number of Staff, and Average Tenure with Facility by Type of Staff and Gender For CMHCs and State Hospitals in Montana

Gender	Total	Psychiat.	Ph.D. Psychs.	M.A. Psychs.	B.A. Psychs.	M.S.W. Social Workers	B.A. Social Workers	Nurses	Psych. Techs.	Support	Admin.	Other
CMHCs												
Males												
Percent of Staff	100.0%	4.9%	19.6%	27.5%	7.8%	10.8%	2.0%	.0%	2.0%	4.9%	.0%	20.6%
Number of Staff	102	5	20	28	8	11	2	0	2	5	0	21
Mean Years at Facility	3.8	5.0	4.0	4.1	3.2	5.3	2.5	-	1.0	4.6	-	2.4
Females												
Percent of Staff	100.0%	.0%	1.3%	3.8%	6.3%	4.4%	1.9%	5.7%	.0%	22.6%	28.9%	25.2%
Number of Staff	159	0	2	6	10	7	3	9	0	36	46	40
Mean Years at Facility	3.1	-	8.5	3.3	3.5	2.9	4.7	3.6	-	3.3	3.0	2.5
State Hospitals												
Males												
Percent of Staff	100.0%	1.6%	3.3%	3.3%	4.9%	8.2%	1.6%	.0%	.0%	6.6%	31.1%	39.3%
Number of Staff	61	1	2	2	3	5	1	0	0	4	19	24
Mean Years at Facility	6.1	1.0	6.5	1.5	4.7	5.8	4.0	-	-	4.5	6.8	6.8
Females												
Percent of Staff	100.0%	.0%	.0%	2.3%	1.1%	1.1%	1.1%	6.9%	.0%	10.3%	24.1%	52.9%
Number of Staff	87	0	0	2	1	1	1	6	0	9	21	46
Mean Years at Facility	7.5	-	-	3.5	7.0	1.0	3.0	7.8	-	6.8	8.8	7.5

TABLE 1g
NEW MEXICO

Percent of Staff, Number of Staff, and Average Tenure with Facility by Type of Staff and Gender For CMHCs and State Hospitals in New Mexico

Gender	Total	Psychiat.	Ph.D. Psychs.	M.A. Psychs.	B.A. Psychs.	M.S.W. Social Workers	B.A. Social Workers	Nurses	Psych. Techs.	Support	Admin.	Other
CMHCs												
Males												
Percent of Staff	100.0%	4.9%	4.9%	16.7%	6.9%	2.1%	.7%	1.4%	.0%	11.1%	11.1%	40.3%
Number of Staff	144	7	7	24	10	3	1	2	0	16	16	58
Mean Years at Facility	2.5	4.9	3.9	2.0	.8	2.7	.0	5.5	-9	3.1	3.2	2.2
Females												
Percent of Staff	100.0%	1.1%	.4%	11.5%	7.3%	2.7%	1.5%	3.4%	.8%	14.9%	17.6%	38.7%
Number of Staff	261	3	1	30	19	7	4	9	2	39	46	101
Mean Years at Facility	2.3	2.0	1.0	2.1	1.5	1.7	.3	1.8	3.0	2.9	2.7	2.4
State Hospitals												
Males												
Percent of Staff	100.0%	.0%	1.7%	.0%	.0%	1.7%	.0%	3.3%	.0%	1.7%	21.7%	70.0%
Number of Staff	60	0	1	0	0	1	0	2	0	1	13	42
Mean Years at Facility	8.7	-9	1.0	-9	-9	9.0	-9	1.5	-9	8.0	14.2	7.5
Females												
Percent of Staff	100.0%	.0%	.0%	1.2%	2.4%	.0%	.0%	1.2%	.0%	9.5%	23.8%	61.9%
Number of Staff	84	0	0	1	2	0	0	1	0	8	20	52
Mean Years at Facility	9.4	-9	-9	2.0	3.5	-9	-9	.0	-9	13.4	8.6	9.7

TABLE 1h
UTAH

Percent of Staff, Number of Staff, and Average Tenure with Facility by Type of Staff and Gender For CMHCs and State Hospitals in Utah

Gender	Total	Psychiat.	Ph.D. Psychs.	M.A. Psychs.	B.A. Psychs.	M.S.W. Social Workers	B.A. Social Workers	Nurses	Psych. Techs.	Support	Admin.	Other
CMHCs												
Males												
Percent of Staff	100.0%	9.0%	16.7%	15.0%	10.7%	19.3%	2.1%	.4%	3.4%	5.2%	6.0%	12.0%
Number of Staff	233	21	39	35	25	45	5	1	8	12	14	28
Mean Years at Facility	5.3	6.1	6.0	5.7	4.7	6.2	4.0	2.0	5.6	4.9	3.6	3.3
Females												
Percent of Staff	100.0%	1.3%	2.0%	5.0%	9.2%	12.9%	5.6%	6.9%	2.0%	12.5%	21.5%	21.1%
Number of Staff	303	4	6	15	28	39	17	21	6	38	65	64
Mean Years at Facility	3.6	6.5	3.5	4.1	3.1	3.8	3.3	3.4	5.0	3.9	4.4	2.6
State Hospitals												
Males												
Percent of Staff	100.0%	.0%	2.5%	1.7%	4.1%	13.2%	.8%	1.7%	2.5%	3.3%	28.9%	41.3%
Number of Staff	121	0	3	2	5	16	1	2	3	4	35	50
Mean Years at Facility	5.2	-	6.3	7.5	1.2	7.2	6.0	1.0	.7	4.3	9.8	2.0
Females												
Percent of Staff	100.0%	.7%	.7%	.7%	1.4%	4.7%	2.7%	12.2%	2.7%	9.5%	20.3%	44.6%
Number of Staff	148	1	1	1	2	7	4	18	4	14	30	66
Mean Years at Facility	4.6	1.0	3.0	.0	.5	2.9	5.8	1.8	8.8	8.0	3.0	5.5

TABLE 2a
ALASKA

Percent of Staff, Number of Staff, and Average Tenure with Facility
For Staff Who Have Been With Facility at Least Two Years
by Type of Staff and Gender
For CMHCs and State Hospitals in Alaska

Gender	Total	Psychiat.	Ph.D. Psychs.	M.A. Psychs.	B.A. Psychs.	M.S.W. Social Workers	B.A. Social Workers	Nurses	Psych. Techs.	Support	Admin.	Other
CMHCs												
Males												
Percent of Staff	100.0%	.0%	40.0%	15.0%	5.0%	15.0%	.0%	.0%	.0%	15.0%	.0%	10.0%
Number of Staff	20	0	8	3	1	3	0	0	0	3	0	2
Mean Years at Facility	4.7	-	4.9	3.7	3.0	6.3	-	-	-	4.7	-	3.5
Females												
Percent of Staff	100.0%	.0%	5.1%	12.8%	2.6%	12.8%	2.6%	7.7%	.0%	7.7%	20.5%	28.2%
Number of Staff	39	0	2	5	1	5	1	3	0	3	8	11
Mean Years at Facility	3.6	-	4.5	3.4	2.0	3.6	2.0	6.0	-	4.0	3.0	3.6
State Hospitals												
Males												
Percent of Staff	100.0%	8.7%	.0%	13.0%	.0%	4.3%	.0%	.0%	.0%	4.3%	17.4%	52.2%
Number of Staff	23	2	0	3	0	1	0	0	0	1	4	12
Mean Years at Facility	5.3	4.0	-	4.0	-	10.0	-	-	-	18.0	2.7	5.2
Females												
Percent of Staff	100.0%	.0%	6.3%	3.1%	9.4%	3.1%	.0%	6.3%	.0%	3.1%	31.3%	37.5%
Number of Staff	32	0	2	1	3	1	0	2	0	1	10	12
Mean Years at Facility	7.7	-	6.5	3.0	9.0	6.0	-	4.0	-	18.0	7.6	7.8

TABLE 2b
ARIZONA

Percent of Staff, Number of Staff, and Average Tenure with Facility For Staff Who Have Been With Facility at Least Two Years by Type of Staff and Gender For CMHCs and State Hospitals in Arizona

Gender	Total	Psychiat.	Ph.D. Psychs.	M.A. Psychs.	B.A. Psychs.	M.S.W. Social Workers	B.A. Social Workers	Nurses	Psych. Techs.	Support	Admin.	Other
CMHCs												
Males												
Percent of Staff	100.0%	8.7%	13.5%	17.9%	4.8%	14.1%	2.2%	.6%	1.0%	11.9%	5.4%	19.9%
Number of Staff	312	27	42	56	15	44	7	2	3	37	17	62
Mean Years at Facility	4.7	4.8	5.8	4.4	4.3	4.9	3.7	2.5	5.7	5.5	5.2	3.9
Females												
Percent of Staff	100.0%	2.3%	2.1%	10.3%	4.0%	9.8%	2.6%	4.9%	1.2%	13.1%	29.4%	20.3%
Number of Staff	428	10	9	44	17	42	11	21	5	56	126	87
Mean Years at Facility	4.3	2.8	4.7	3.2	3.9	4.8	4.4	3.9	3.8	4.4	4.5	4.6
State Hospitals												
Males												
Percent of Staff	100.0%	4.6%	1.7%	1.7%	4.6%	1.1%	.6%	.6%	2.9%	6.9%	40.0%	35.4%
Number of Staff	175	8	3	3	8	2	1	1	5	12	70	62
Mean Years at Facility	7.8	8.6	8.3	5.0	5.5	8.5	13.0	3.0	12.4	9.8	8.7	6.4
Females												
Percent of Staff	100.0%	.8%	.4%	1.2%	1.2%	2.0%	.4%	9.4%	4.9%	5.7%	35.2%	38.5%
Number of Staff	244	2	1	3	3	5	1	23	12	14	86	94
Mean Years at Facility	8.5	4.0	11.0	10.0	3.7	9.0	2.0	7.4	10.2	9.2	9.3	7.8

TABLE 2c
COLORADO

Percent of Staff, Number of Staff, and Average Tenure with Facility For Staff Who Have Been With Facility at Least Two Years by Type of Staff and Gender For CMHCs and State Hospitals in Colorado

Gender	Total	Psychiat.	Ph.D. Psychs.	M.A. Psychs.	B.A. Psychs.	M.S.W. Social Workers	B.A. Social Workers	Nurses	Psych. Techs.	Support	Admin.	Other
CMHCs												
Males												
Percent of Staff	100.0%	8.5%	18.1%	16.7%	6.1%	22.5%	1.2%	1.5%	3.2%	6.4%	5.3%	10.5%
Number of Staff	342	29	62	57	21	77	4	5	11	22	18	36
Mean Years at Facility	5.3	6.2	5.4	5.0	4.1	6.1	4.0	3.6	6.7	4.4	5.3	4.5
Females												
Percent of Staff	100.0%	.5%	3.9%	9.1%	4.5%	10.2%	1.2%	9.1%	3.2%	9.8%	32.1%	16.4%
Number of Staff	561	3	22	51	25	57	7	51	18	55	180	92
Mean Years at Facility	4.9	7.3	4.9	5.5	4.7	6.0	4.1	4.8	4.9	5.6	4.4	4.7
State Hospitals												
Males												
Percent of Staff	100.0%	2.3%	4.6%	2.6%	2.6%	8.5%	.3%	3.6%	3.6%	.0%	.0%	72.0%
Number of Staff	307	7	14	8	8	26	1	11	11	0	0	221
Mean Years at Facility	13.2	5.9	12.0	11.1	11.0	13.7	11.0	14.4	16.2	-	-	13.5
Females												
Percent of Staff	100.0%	.0%	.2%	.6%	2.7%	1.4%	.8%	9.5%	6.4%	.0%	.0%	78.4%
Number of Staff	486	0	1	3	13	7	4	46	31	0	0	381
Mean Years at Facility	12.9	-	12.0	7.0	6.3	12.0	8.0	13.9	13.1	-	-	13.0

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* Colorado's state hospital administration and support staff are included in the "Other" category due to missing job function data.

TABLE 2d
HAWAII

Percent of Staff, Number of Staff, and Average Tenure with Facility
For Staff Who Have Been With Facility at Least Two Years
by Type of Staff and Gender
For CMHCs and State Hospitals in Hawaii

Gender	Total	Psychiat.	Ph.D. Psychs.	M.A. Psychs.	B.A. Psychs.	M.S.W. Social Workers	B.A. Social Workers	Nurses	Psych. Techs.	Support	Admin.	Other
CMHCs												
Males												
Percent of Staff	100.0%	31.0%	19.7%	1.4%	5.6%	18.3%	.0%	.0%	.0%	2.8%	1.4%	19.7%
Number of Staff	71	22	14	1	4	13	0	0	0	2	1	14
Mean Years at Facility	7.4	5.5	6.1	5.0	8.3	6.6	-	-	-	2.5	13.0	12.6
Females												
Percent of Staff	100.0%	2.4%	2.4%	.6%	2.4%	9.6%	1.2%	3.6%	1.2%	13.2%	13.2%	50.3%
Number of Staff	167	4	4	1	4	16	2	6	2	22	22	84
Mean Years at Facility	9.6	4.3	8.0	6.0	7.5	7.7	5.5	11.5	10.5	10.7	9.9	10.1
State Hospitals												
Males												
Percent of Staff	100.0%	2.6%	3.9%	.0%	1.3%	5.3%	.0%	.0%	.0%	1.3%	34.2%	51.3%
Number of Staff	76	2	3	0	1	4	0	0	0	1	26	39
Mean Years at Facility	9.8	2.5	5.3	-	8.0	5.0	-	-	-	6.0	9.7	11.2
Females												
Percent of Staff	100.0%	.7%	.0%	.7%	2.9%	.7%	.7%	6.5%	.0%	11.6%	18.8%	57.2%
Number of Staff	138	1	0	1	4	1	1	9	0	16	26	79
Mean Years at Facility	11.9	4.0	-	2.0	5.5	16.0	2.0	9.8	-	16.9	14.2	11.0

TABLE 2e
IDAHO

Percent of Staff, Number of Staff, and Average Tenure with Facility For Staff Who Have Been With Facility at Least Two Years by Type of Staff and Gender For CMHCs and State Hospitals in Idaho

Gender	Total	Psychiat.	Ph.D. Psychs.	M.A. Psychs.	B.A. Psychs.	M.S.W. Social Workers	B.A. Social Workers	Nurses	Psych. Techs.	Support	Admin.	Other
CMHCs												
Males												
Percent of Staff	100.0%	1.8%	25.0%	28.6%	8.9%	32.1%	3.6%	.0%	.0%	.0%	.0%	.0%
Number of Staff	56	1	14	16	5	18	2	0	0	0	0	0
Mean Years at Facility	6.2	8.0	6.0	6.8	3.6	6.2	7.5	-	-	-	-	-
Females												
Percent of Staff	100.0%	.0%	2.3%	4.7%	7.0%	9.3%	2.3%	7.0%	2.3%	2.3%	53.5%	9.3%
Number of Staff	43	0	1	2	3	4	1	3	1	1	23	4
Mean Years at Facility	5.5	-	2.0	4.5	6.0	5.0	4.0	4.7	9.0	6.0	5.5	7.5
State Hospitals												
Males												
Percent of Staff	100.0%	6.1%	2.0%	2.0%	2.0%	10.2%	4.1%	2.0%	.0%	2.0%	44.9%	24.5%
Number of Staff	49	3	1	1	1	5	2	1	0	1	22	12
Mean Years at Facility	8.8	3.0	9.0	3.0	6.0	5.8	10.0	2.0	-	22.0	11.0	7.3
Females												
Percent of Staff	100.0%	.0%	.0%	.0%	1.3%	.0%	3.8%	3.8%	1.3%	2.5%	51.9%	35.4%
Number of Staff	79	0	0	0	1	0	3	3	1	2	41	28
Mean Years at Facility	10.3	-	-	-	2.0	-	9.7	4.3	9.0	10.5	9.1	13.1

TABLE 2f
MONTANA

Percent of Staff, Number of Staff, and Average Tenure with Facility
For Staff Who Have Been With Facility at Least Two Years
by Type of Staff and Gender
For CMHCs and State Hospitals in Montana

Gender	Total	Psychiat.	Ph.D. Psychs.	M.A. Psychs.	B.A. Psychs.	M.S.W. Social Workers	B.A. Social Workers	Nurses	Psych. Techs.	Support	Admin.	Other
CMHCs												
Males												
Percent of Staff	100.0%	6.8%	23.3%	28.8%	5.5%	12.3%	1.4%	.0%	.0%	5.5%	.0%	16.4%
Number of Staff	73	5	17	21	4	9	1	0	0	4	0	12
Mean Years at Facility	4.9	5.0	4.6	5.2	5.5	6.2	4.0	-	-	5.5	-	3.5
Females												
Percent of Staff	100.0%	.0%	1.8%	4.5%	8.1%	3.6%	2.7%	6.3%	.0%	18.9%	28.8%	25.2%
Number of Staff	111	0	2	5	9	4	3	7	0	21	32	28
Mean Years at Facility	4.2	-	8.5	3.8	3.8	4.3	4.7	4.4	-	5.2	4.1	3.3
State Hospitals												
Males												
Percent of Staff	100.0%	.0%	4.3%	2.1%	4.3%	8.5%	2.1%	.0%	.0%	6.4%	29.8%	42.6%
Number of Staff	47	0	2	1	2	4	1	0	0	3	14	20
Mean Years at Facility	7.7	-	6.5	3.0	7.0	7.0	4.0	-	-	5.7	9.0	8.0
Females												
Percent of Staff	100.0%	.0%	.0%	2.7%	1.3%	.0%	1.3%	6.7%	.0%	12.0%	22.7%	53.3%
Number of Staff	75	0	0	2	1	0	1	5	0	9	17	40
Mean Years at Facility	8.6	-	-	3.5	7.0	-	3.0	9.2	-	6.8	10.6	8.5

TABLE 2g
NEW MEXICO

Percent of Staff, Number of Staff, and Average Tenure with Facility For Staff Who Have Been With Facility at Least Two Years by Type of Staff and Gender For CMHCs and State Hospitals in New Mexico

Gender -	Total	Psychiat.	Ph.D. Psychs.	M.A. Psychs.	B.A. Psychs.	M.S.W. Social Workers	B.A. Social Workers	Nurses	Psych. Techs.	Support	Admin.	Other
CMHCs												
Males												
Percent of Staff	100.0%	7.7%	3.8%	17.9%	3.8%	2.6%	.0%	1.3%	.0%	14.1%	12.8%	35.9%
Number of Staff	78	6	3	14	3	2	0	1	0	11	10	28
Mean Years at Facility	4.3	5.5	9.0	2.9	2.3	4.0	-	10.0	-	4.4	4.8	4.1
Females												
Percent of Staff	100.0%	.7%	.0%	11.9%	5.2%	3.0%	.0%	2.2%	1.5%	18.7%	20.1%	36.6%
Number of Staff	134	1	0	16	7	4	0	3	2	25	27	49
Mean Years at Facility	4.1	6.0	-	3.6	3.4	2.5	-	4.7	3.0	4.2	4.2	4.3
State Hospitals												
Males												
Percent of Staff	100.0%	.0%	.0%	.0%	.0%	2.3%	.0%	2.3%	.0%	2.3%	30.2%	62.8%
Number of Staff	43	0	0	0	0	1	0	1	0	1	13	27
Mean Years at Facility	11.8	-	-	-	-	9.0	-	2.0	-	8.0	14.2	11.3
Females												
Percent of Staff	100.0%	.0%	.0%	1.4%	1.4%	.0%	.0%	.0%	.0%	11.0%	23.3%	63.0%
Number of Staff	73	0	0	1	1	0	0	0	0	8	17	46
Mean Years at Facility	10.7	-	-	2.0	7.0	-	-	-	-	13.4	9.9	10.8

TABLE 2h
UTAH

Percent of Staff, Number of Staff, and Average Tenure with Facility
For Staff Who Have Been With Facility at Least Two Years
by Type of Staff and Gender
For CMHCs and State Hospitals in Utah

Gender	Total	Psychiat.	Ph.D. Psychs.	M.A. Psychs.	B.A. Psychs.	M.S.W. Social Workers	B.A. Social Workers	Nurses	Psych. Techs.	Support	Admin.	Other
CMHCs												
Males												
Percent of Staff	100.0%	8.7%	16.8%	16.3%	10.2%	21.4%	1.5%	.5%	3.1%	5.6%	6.1%	9.7%
Number of Staff	196	17	33	32	20	42	3	1	6	11	12	19
Mean Years at Facility	6.1	7.4	6.9	6.1	5.8	6.6	6.3	2.0	7.2	5.3	4.1	4.6
Females												
Percent of Staff	100.0%	1.9%	1.9%	4.3%	9.2%	14.0%	4.8%	7.2%	2.9%	13.0%	24.2%	16.4%
Number of Staff	207	4	4	9	19	29	10	15	6	27	50	34
Mean Years at Facility	5.0	6.5	4.8	6.3	4.4	4.9	5.1	4.4	5.0	5.1	5.4	4.5
State Hospitals												
Males												
Percent of Staff	100.0%	.0%	4.6%	1.5%	3.1%	20.0%	1.5%	1.5%	.0%	4.6%	38.5%	24.6%
Number of Staff	65	0	3	1	2	13	1	1	0	3	25	16
Mean Years at Facility	9.3	-	6.3	14.0	3.0	8.7	6.0	2.0	-	5.3	13.7	5.5
Females												
Percent of Staff	100.0%	.0%	1.3%	.0%	.0%	3.8%	3.8%	9.0%	3.8%	10.3%	19.2%	48.7%
Number of Staff	78	0	1	0	0	3	3	7	3	8	15	38
Mean Years at Facility	8.4	-	3.0	-	-	6.0	7.3	3.9	11.7	13.6	5.8	9.3

TABLE 3a
ALASKA

Activity Hours as a Percent of Total Activity Hours by Type of Staff For Male Respondents from CMHCs in Alaska

Type of Activity		Psychiat.	Ph.D. Psychs.	M.A. Psychs.	B.A. Psychs.	M.S.W. Social Workers	B.A. Social Workers	Nurses	Psych. Techs.	Support	Admin.	Other	Missing Activity Data
Mental Health Treatment	% Hours=	.0%	45.7%	45.6%	26.1%	60.6%	.0%	36.6%	.0%	.0%	.0%	33.1%	
	# Hours=	0	186	181	46	149	0	15	0	0	0	116	
	# Staff=	0	11	10	4	6	0	1	0	4	3	12	(7)
Physical Health Treatment	% Hours=	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.9%	
	# Hours=	0	0	0	0	0	0	0	0	0	0	3	
	# Staff=	0	11	10	4	6	0	1	0	4	3	12	(7)
Comm. Cnslt. Education & Prevention	% Hours=	.0%	16.0%	17.4%	15.3%	8.5%	.0%	9.8%	.0%	.6%	6.3%	9.4%	
	# Hours=	0	65	69	27	21	0	4	0	1	4	33	
	# Staff=	0	11	10	4	6	0	1	0	4	3	12	(7)
Providing Training	% Hours=	.0%	5.2%	3.0%	2.3%	4.1%	.0%	.0%	.0%	1.2%	.0%	1.4%	
	# Hours=	0	21	12	4	10	0	0	0	2	0	5	
	# Staff=	0	11	10	4	6	0	1	0	4	3	12	(7)
Receiving Training	% Hours=	.0%	7.1%	15.6%	31.3%	1.6%	.0%	48.8%	.0%	1.2%	1.6%	35.4%	
	# Hours=	0	29	62	55	4	0	20	0	2	1	124	
	# Staff=	0	11	10	4	6	0	1	0	4	3	12	(7)
Program Evaluation & Research	% Hours=	.0%	4.7%	3.3%	.6%	3.3%	.0%	2.4%	.0%	13.3%	11.1%	6.0%	
	# Hours=	0	19	13	1	8	0	1	0	23	7	21	
	# Staff=	0	11	10	4	6	0	1	0	4	3	12	(7)
Admin.	% Hours=	.0%	9.6%	8.8%	14.2%	8.9%	.0%	.0%	.0%	45.1%	.0%	.0%	
	# Hours=	0	39	35	25	22	0	0	0	78	0	0	
	# Staff=	0	11	10	4	6	0	1	0	4	3	12	(7)
Support Services	% Hours=	.0%	5.9%	2.5%	1.1%	7.7%	.0%	2.4%	.0%	24.9%	81.0%	7.4%	
	# Hours=	0	24	10	2	19	0	1	0	43	51	26	
	# Staff=	0	11	10	4	6	0	1	0	4	3	12	(7)
Work Related Travel	% Hours=	.0%	3.4%	2.3%	2.3%	2.0%	.0%	.0%	.0%	.0%	.0%	6.3%	
	# Hours=	0	14	9	4	5	0	0	0	0	0	22	
	# Staff=	0	11	10	4	6	0	1	0	4	3	12	(7)
On Leave, on Vacation, or Sick	% Hours=	.0%	2.5%	1.5%	6.8%	3.3%	.0%	.0%	.0%	13.9%	.0%	.0%	
	# Hours=	0	10	6	12	8	0	0	0	24	0	0	
	# Staff=	0	11	10	4	6	0	1	0	4	3	12	(7)
Total	% Hours=	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	
	# Hours=	0	407	397	176	246	0	41	0	173	63	350	
	# Staff=	0	11	10	4	6	0	1	0	4	3	12	(7)

TABLE 3b
ARIZONA

Activity Hours as a Percent of Total Activity Hours by Type of Staff
For Male Respondents from CMHCs in Arizona

Type of Activity		Psychiat.	Ph.D. Psychs.	M.A. Psychs.	B.A. Psychs.	M.S.W. Social Workers	B.A. Social Workers	Nurses	Psych. Techs.	Support	Admin.	Other	Missing Activity Data
Mental Health Treatment	% Hours=	64.3%	54.6%	58.9%	47.6%	51.5%	60.3%	41.9%	68.2%	6.8%	3.1%	60.7%	
	# Hours=	830	1069	2044	655	1205	435	52	103	132	46	2927	
	# Staff=	40	53	87	35	59	20	3	4	47	40	123	(31)
Physical Health Treatment	% Hours=	7.0%	.1%	1.3%	1.0%	1.1%	.6%	3.2%	.0%	.9%	.0%	3.8%	
	# Hours=	90	2	46	14	26	4	4	0	17	0	181	
	# Staff=	40	53	87	35	59	20	3	4	47	40	123	(31)
Comm. Cnslt. Education & Prevention	% Hours=	2.2%	8.7%	7.1%	12.3%	7.0%	8.2%	13.7%	2.0%	1.8%	.2%	4.7%	
	# Hours=	28	171	246	169	163	59	17	3	35	3	226	
	# Staff=	40	53	87	35	59	20	3	4	47	40	123	(31)
Providing Training	% Hours=	3.8%	2.3%	1.9%	1.5%	2.7%	1.0%	1.6%	.0%	.9%	1.4%	1.0%	
	# Hours=	49	45	66	20	64	7	2	0	18	21	47	
	# Staff=	40	53	87	35	59	20	3	4	47	40	123	(31)
Receiving Training	% Hours=	6.1%	.9%	2.4%	4.6%	2.9%	2.6%	8.1%	.7%	1.8%	.7%	3.3%	
	# Hours=	79	17	83	63	68	19	10	1	36	10	157	
	# Staff=	40	53	87	35	59	20	3	4	47	40	123	(31)
Program Evaluation & Research	% Hours=	1.7%	4.6%	3.5%	2.9%	4.2%	1.7%	6.5%	.7%	4.8%	2.3%	2.1%	
	# Hours=	22	90	122	40	99	12	8	1	93	34	101	
	# Staff=	40	53	87	35	59	20	3	4	47	40	123	(31)
Admin.	% Hours=	10.9%	18.7%	13.9%	12.2%	16.0%	10.5%	.0%	26.5%	43.7%	10.3%	5.9%	
	# Hours=	141	365	484	168	374	76	0	40	851	150	283	
	# Staff=	40	53	87	35	59	20	3	4	47	40	123	(31)
Support Services	% Hours=	.8%	1.3%	4.1%	3.9%	4.4%	7.9%	15.3%	2.0%	32.4%	79.6%	8.5%	
	# Hours=	10	25	142	53	104	57	19	3	631	1165	408	
	# Staff=	40	53	87	35	59	20	3	4	47	40	123	(31)
Work Related Travel	% Hours=	1.4%	3.2%	2.2%	4.4%	2.6%	3.3%	9.7%	.0%	2.7%	.5%	5.9%	
	# Hours=	18	63	78	60	61	24	12	0	53	7	283	
	# Staff=	40	53	87	35	59	20	3	4	47	40	123	(31)
On Leave, on Vacation, or Sick	% Hours=	1.8%	5.6%	4.7%	9.7%	7.6%	3.9%	.0%	.0%	4.2%	1.8%	4.4%	
	# Hours=	23	110	162	134	177	28	0	0	82	27	212	
	# Staff=	40	53	87	35	59	20	3	4	47	40	123	(31)
Total	% Hours=	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	
	# Hours=	1290	1957	3473	1376	2341	721	124	151	1948	1463	4825	
	# Staff=	40	53	87	35	59	20	3	4	47	40	123	(31)

TABLE 3c
COLORADO

Activity Hours as a Percent of Total Activity Hours by Type of Staff For Male Respondents from CMHCs in Colorado

Type of Activity		Psychiat.	Ph.D. Psychs.	M.A. Psychs.	B.A. Psychs.	M.S.W. Social Workers	B.A. Social Workers	Nurses	Psych. Techs.	Support	Admin.	Other	Missing Activity Data
Mental Health Treatment	% Hours=	50.7%	36.9%	50.7%	50.2%	37.9%	43.1%	40.2%	60.0%	5.4%	2.1%	52.8%	
	# Hours=	636	904	1544	499	1072	84	68	260	46	28	989	
	# Staff=	37	64	75	29	77	5	5	11	22	39	63	(104)
Physical Health Treatment	% Hours=	3.6%	.0%	1.2%	.5%	.1%	.0%	21.3%	1.8%	.0%	1.3%	5.4%	
	# Hours=	45	1	37	5	3	0	36	8	0	18	101	
	# Staff=	37	64	75	29	77	5	5	11	22	39	63	(104)
Comm. Cnslt. Education & Prevention	% Hours=	1.2%	10.9%	11.3%	5.6%	7.3%	8.2%	4.1%	7.4%	1.1%	2.8%	6.9%	
	# Hours=	15	267	344	56	207	16	7	32	9	38	130	
	# Staff=	37	64	75	29	77	5	5	11	22	39	63	(104)
Providing Training	% Hours=	9.5%	7.6%	2.9%	2.1%	5.1%	2.1%	5.3%	.7%	2.7%	.3%	1.8%	
	# Hours=	119	186	89	21	143	4	9	3	23	4	34	
	# Staff=	37	64	75	29	77	5	5	11	22	39	63	(104)
Receiving Training	% Hours=	1.4%	.2%	2.9%	2.9%	2.4%	.5%	.0%	6.5%	7.4%	1.6%	2.2%	
	# Hours=	17	6	89	29	68	1	0	28	63	22	41	
	# Staff=	37	64	75	29	77	5	5	11	22	39	63	(104)
Program Evaluation & Research	% Hours=	2.5%	9.5%	1.5%	3.1%	2.3%	8.2%	3.6%	1.4%	5.3%	6.1%	3.1%	
	# Hours=	32	232	46	31	64	16	6	6	45	82	59	
	# Staff=	37	64	75	29	77	5	5	11	22	39	63	(104)
Admin.	% Hours=	10.5%	14.2%	9.6%	14.5%	26.1%	17.9%	3.6%	8.1%	33.9%	1.4%	4.1%	
	# Hours=	132	349	294	144	739	35	6	35	289	19	77	
	# Staff=	37	64	75	29	77	5	5	11	22	39	63	(104)
Support Services	% Hours=	2.9%	2.5%	2.6%	5.2%	2.4%	.0%	1.8%	.7%	27.8%	71.0%	7.2%	
	# Hours=	36	62	79	52	69	0	3	3	237	962	135	
	# Staff=	37	64	75	29	77	5	5	11	22	39	63	(104)
Work Related Travel	% Hours=	9.7%	10.8%	10.6%	12.6%	9.3%	18.5%	14.2%	9.7%	5.7%	8.1%	11.8%	
	# Hours=	122	266	322	125	264	36	24	42	49	110	222	
	# Staff=	37	64	75	29	77	5	5	11	22	39	63	(104)
On Leave, on Vacation, or Sick	% Hours=	8.0%	7.3%	6.7%	3.2%	7.1%	1.5%	5.9%	3.7%	10.8%	5.3%	4.6%	
	# Hours=	101	179	204	32	201	3	10	16	92	72	86	
	# Staff=	37	64	75	29	77	5	5	11	22	39	63	(104)
Total	% Hours=	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	
	# Hours=	1255	2452	3048	994	2830	195	169	433	853	1355	1874	
	# Staff=	37	64	75	29	77	5	5	11	22	39	63	(104)

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* Colorado's state hospital administration and support staff are included in the "Other" category due to missing job function data.

TABLE 3d
HAWAII

Activity Hours as a Percent of Total Activity Hours by Type of Staff
For Male Respondents from CMHCs in Hawaii

Type of Activity		Psychiat.	Ph.D. Psychs.	M.A. Psychs.	B.A. Psychs.	M.S.W. Social Workers	B.A. Social Workers	Nurses	Psych. Techs.	Support	Admin.	Other	Missing Activity Data
Mental Health Treatment	% Hours=	51.9%	40.8%	72.5%	36.5%	52.2%	75.0%	7.5%	.0%	2.0%	.0%	61.4%	
	# Hours=	466	342	66	92	340	12	3	0	1	0	314	
	# Staff=	27	23	3	7	18	1	1	0	2	3	17	(3)
Physical Health Treatment	% Hours=	.6%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	3.1%	
	# Hours=	5	0	0	0	0	0	0	0	0	0	16	
	# Staff=	27	23	3	7	18	1	1	0	2	3	17	(3)
Comm. Cnslt. Education & Prevention	% Hours=	6.7%	17.9%	14.3%	12.7%	15.5%	.0%	.0%	.0%	2.0%	.0%	8.2%	
	# Hours=	60	150	13	32	101	0	0	0	1	0	42	
	# Staff=	27	23	3	7	18	1	1	0	2	3	17	(3)
Providing Training	% Hours=	3.2%	3.5%	1.1%	4.8%	1.5%	.0%	5.0%	.0%	2.0%	.0%	2.9%	
	# Hours=	29	29	1	12	10	0	2	0	1	0	15	
	# Staff=	27	23	3	7	18	1	1	0	2	3	17	(3)
Receiving Training	% Hours=	3.1%	6.1%	1.1%	2.4%	.9%	.0%	7.5%	.0%	.0%	.0%	3.3%	
	# Hours=	28	51	1	6	6	0	3	0	0	0	17	
	# Staff=	27	23	3	7	18	1	1	0	2	3	17	(3)
Program Evaluation & Research	% Hours=	5.9%	5.4%	3.3%	2.8%	4.1%	12.5%	30.0%	.0%	.0%	39.3%	2.5%	
	# Hours=	53	45	3	7	27	2	12	0	0	35	13	
	# Staff=	27	23	3	7	18	1	1	0	2	3	17	(3)
Admin.	% Hours=	16.4%	7.3%	4.4%	9.1%	12.9%	.0%	25.0%	.0%	34.7%	.0%	1.6%	
	# Hours=	147	61	4	23	84	0	10	0	17	0	8	
	# Staff=	27	23	3	7	18	1	1	0	2	3	17	(3)
Support Services	% Hours=	1.2%	6.4%	2.2%	10.7%	2.5%	12.5%	20.0%	.0%	51.0%	52.8%	8.2%	
	# Hours=	11	54	2	27	16	2	8	0	25	47	42	
	# Staff=	27	23	3	7	18	1	1	0	2	3	17	(3)
Work Related Travel	% Hours=	4.6%	5.0%	1.1%	8.3%	4.3%	.0%	5.0%	.0%	8.2%	7.9%	6.1%	
	# Hours=	41	42	1	21	28	0	2	0	4	7	31	
	# Staff=	27	23	3	7	18	1	1	0	2	3	17	(3)
On Leave, on Vacation, or Sick	% Hours=	6.5%	7.6%	.0%	12.7%	6.0%	.0%	.0%	.0%	.0%	.0%	2.5%	
	# Hours=	58	64	0	32	39	0	0	0	0	0	13	
	# Staff=	27	23	3	7	18	1	1	0	2	3	17	(3)
Total	% Hours=	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	
	# Hours=	898	838	91	252	651	16	40	0	49	89	511	
	# Staff=	27	23	3	7	18	1	1	0	2	3	17	(3)

TABLE 3e
IDAHO

Activity Hours as a Percent of Total Activity Hours by Type of Staff
For Male Respondents from CMHCs in Idaho

Type of Activity		Psychiat.	Ph.D. Psychs.	M.A. Psychs.	B.A. Psychs.	M.S.W. Social Workers	B.A. Social Workers	Nurses	Psych. Techs.	Support	Admin.	Other	Missing Activity Data
Mental Health Treatment	% Hours=	44.0%	61.4%	60.2%	58.3%	59.0%	64.5%	.0%	.0%	.0%	.0%	.0%	
	# Hours=	11	360	399	140	371	60	0	0	0	0	0	
	# Staff=	1	15	17	6	16	2	0	0	0	0	0	(4)
Physical Health Treatment	% Hours=	.0%	.0%	.2%	.0%	.6%	.0%	.0%	.0%	.0%	.0%	.0%	
	# Hours=	0	0	1	0	4	0	0	0	0	0	0	
	# Staff=	1	15	17	6	16	2	0	0	0	0	0	(4)
Comm. Cnslt. Education & Prevention	% Hours=	.0%	11.3%	6.6%	5.8%	4.3%	12.9%	.0%	.0%	.0%	.0%	.0%	
	# Hours=	0	66	44	14	27	12	0	0	0	0	0	
	# Staff=	1	15	17	6	16	2	0	0	0	0	0	(4)
Providing Training	% Hours=	24.0%	1.5%	.8%	.0%	1.7%	.0%	.0%	.0%	.0%	.0%	.0%	
	# Hours=	6	9	5	0	11	0	0	0	0	0	0	
	# Staff=	1	15	17	6	16	2	0	0	0	0	0	(4)
Receiving Training	% Hours=	.0%	1.2%	2.7%	4.2%	4.5%	9.7%	.0%	.0%	.0%	.0%	.0%	
	# Hours=	0	7	18	10	28	9	0	0	0	0	0	
	# Staff=	1	15	17	6	16	2	0	0	0	0	0	(4)
Program Evaluation & Research	% Hours=	.0%	2.2%	.8%	.4%	5.1%	.0%	.0%	.0%	.0%	.0%	.0%	
	# Hours=	0	13	5	1	32	0	0	0	0	0	0	
	# Staff=	1	15	17	6	16	2	0	0	0	0	0	(4)
Admin.	% Hours=	16.0%	11.4%	8.6%	13.3%	9.2%	.0%	.0%	.0%	.0%	.0%	.0%	
	# Hours=	4	67	57	32	58	0	0	0	0	0	0	
	# Staff=	1	15	17	6	16	2	0	0	0	0	0	(4)
Support Services	% Hours=	.0%	6.0%	5.4%	3.3%	6.5%	.0%	.0%	.0%	.0%	.0%	.0%	
	# Hours=	0	35	36	8	41	0	0	0	0	0	0	
	# Staff=	1	15	17	6	16	2	0	0	0	0	0	(4)
Work Related Travel	% Hours=	16.0%	2.7%	4.5%	4.6%	3.7%	12.9%	.0%	.0%	.0%	.0%	.0%	
	# Hours=	4	16	30	11	23	12	0	0	0	0	0	
	# Staff=	1	15	17	6	16	2	0	0	0	0	0	(4)
On Leave, on Vacation, or Sick	% Hours=	.0%	2.2%	10.3%	10.0%	5.4%	.0%	.0%	.0%	.0%	.0%	.0%	
	# Hours=	0	13	68	24	34	0	0	0	0	0	0	
	# Staff=	1	15	17	6	16	2	0	0	0	0	0	(4)
Total	% Hours=	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	
	# Hours=	25	586	663	240	629	93	0	0	0	0	0	
	# Staff=	1	15	17	6	16	2	0	0	0	0	0	(4)

TABLE 3f
MONTANA

Activity Hours as a Percent of Total Activity Hours by Type of Staff
For Male Respondents from CMHCs in Montana

Type of Activity		Psychiat.	Ph.D. Psychs.	M.A. Psychs.	B.A. Psychs.	M.S.W. Social Workers	B.A. Social Workers	Nurses	Psych. Techs.	Support	Admin.	Other	Missing Activity Data
Mental Health Treatment	% Hours=	58.4%	57.7%	51.9%	66.0%	63.7%	19.8%	.0%	66.3%	.0%	.0%	59.0%	
	# Hours=	135	463	611	196	288	18	0	61	0	0	461	
	# Staff=	5	21	29	8	11	2	0	2	5	0	20	(1)
Physical Health Treatment	% Hours=	1.3%	.0%	.0%	.3%	.0%	4.4%	.0%	.0%	.0%	.0%	.0%	
	# Hours=	3	0	0	1	0	4	0	0	0	0	0	
	# Staff=	5	21	29	8	11	2	0	2	5	0	20	(1)
Comm. Cnslt. Education & Prevention	% Hours=	14.3%	7.1%	8.7%	5.7%	7.1%	.0%	.0%	2.2%	4.7%	.0%	6.5%	
	# Hours=	33	57	102	17	32	0	0	2	10	0	51	
	# Staff=	5	21	29	8	11	2	0	2	5	0	20	(1)
Providing Training	% Hours=	.9%	4.5%	2.0%	3.0%	2.2%	.0%	.0%	.0%	1.9%	.0%	2.0%	
	# Hours=	2	36	24	9	10	0	0	0	4	0	16	
	# Staff=	5	21	29	8	11	2	0	2	5	0	20	(1)
Receiving Training	% Hours=	.4%	3.5%	5.8%	.3%	3.5%	3.3%	.0%	4.3%	.0%	.0%	2.0%	
	# Hours=	1	28	68	1	16	3	0	4	0	0	16	
	# Staff=	5	21	29	8	11	2	0	2	5	0	20	(1)
Program Evaluation & Research	% Hours=	2.6%	5.4%	2.0%	1.7%	7.1%	.0%	.0%	4.3%	4.7%	.0%	2.9%	
	# Hours=	6	43	23	5	32	0	0	4	10	0	23	
	# Staff=	5	21	29	8	11	2	0	2	5	0	20	(1)
Admin.	% Hours=	15.2%	10.0%	19.1%	17.2%	7.3%	.0%	.0%	.0%	11.2%	.0%	5.4%	
	# Hours=	35	80	225	51	33	0	0	0	24	0	42	
	# Staff=	5	21	29	8	11	2	0	2	5	0	20	(1)
Support Services	% Hours=	1.3%	4.7%	2.4%	3.0%	4.4%	14.3%	.0%	17.4%	74.8%	.0%	13.6%	
	# Hours=	3	38	28	9	20	13	0	16	160	0	106	
	# Staff=	5	21	29	8	11	2	0	2	5	0	20	(1)
Work Related Travel	% Hours=	5.6%	3.6%	2.7%	2.7%	2.7%	5.5%	.0%	5.4%	.9%	.0%	7.4%	
	# Hours=	13	29	32	8	12	5	0	5	2	0	58	
	# Staff=	5	21	29	8	11	2	0	2	5	0	20	(1)
On Leave, on Vacation, or Sick	% Hours=	.0%	3.5%	5.5%	.0%	2.0%	52.7%	.0%	.0%	1.9%	.0%	1.0%	
	# Hours=	0	28	65	0	9	48	0	0	4	0	8	
	# Staff=	5	21	29	8	11	2	0	2	5	0	20	(1)
Total	% Hours=	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	
	# Hours=	231	802	1178	297	452	91	0	92	214	0	781	
	# Staff=	5	21	29	8	11	2	0	2	5	0	20	(1)

TABLE 3g
NEW MEXICO

Activity Hours as a Percent of Total Activity Hours by Type of Staff
For Male Respondents from CMHCs in New Mexico

Type of Activity		Psychiat.	Ph.D. Psychs.	M.A. Psychs.	B.A. Psychs.	M.S.W. Social Workers	B.A. Social Workers	Nurses	Psych. Techs.	Support	Admin.	Other	Missing Activity Data
Mental Health Treatment	% Hours=	54.4%	38.0%	61.7%	54.2%	75.8%	100.0%	33.3%	.0%	17.4%	3.1%	58.7%	
	# Hours=	124	90	521	202	91	40	10	0	85	16	758	
	# Staff=	7	7	22	10	3	1	1	0	12	13	34	(35)
Physical Health Treatment	% Hours=	.0%	.0%	.2%	1.9%	.0%	.0%	33.3%	.0%	1.2%	.0%	6.7%	
	# Hours=	0	0	2	7	0	0	10	0	6	0	87	
	# Staff=	7	7	22	10	3	1	1	0	12	13	34	(35)
Comm. Cnslt. Education & Prevention	% Hours=	7.9%	11.0%	12.4%	9.7%	.0%	.0%	.0%	.0%	5.5%	5.2%	7.0%	
	# Hours=	18	26	105	36	0	0	0	0	27	27	91	
	# Staff=	7	7	22	10	3	1	1	0	12	13	34	(35)
Providing Training	% Hours=	13.6%	13.1%	4.1%	1.9%	5.0%	.0%	.0%	.0%	4.5%	2.3%	1.0%	
	# Hours=	31	31	35	7	6	0	0	0	22	12	13	
	# Staff=	7	7	22	10	3	1	1	0	12	13	34	(35)
Receiving Training	% Hours=	.9%	.4%	3.3%	1.6%	.0%	.0%	.0%	.0%	2.0%	.4%	3.6%	
	# Hours=	2	1	28	6	0	0	0	0	10	2	47	
	# Staff=	7	7	22	10	3	1	1	0	12	13	34	(35)
Program Evaluation & Research	% Hours=	1.3%	6.3%	3.7%	7.5%	3.3%	.0%	.0%	.0%	2.2%	1.7%	1.6%	
	# Hours=	3	15	31	28	4	0	0	0	11	9	21	
	# Staff=	7	7	22	10	3	1	1	0	12	13	34	(35)
Admin.	% Hours=	17.1%	10.1%	6.6%	8.8%	15.8%	.0%	.0%	.0%	14.5%	18.0%	.7%	
	# Hours=	39	24	56	33	19	0	0	0	71	93	9	
	# Staff=	7	7	22	10	3	1	1	0	12	13	34	(35)
Support Services	% Hours=	.0%	3.4%	5.9%	8.6%	.0%	.0%	6.7%	.0%	51.5%	65.7%	11.2%	
	# Hours=	0	8	50	32	0	0	2	0	252	339	145	
	# Staff=	7	7	22	10	3	1	1	0	12	13	34	(35)
Work Related Travel	% Hours=	4.8%	.8%	.8%	5.9%	.0%	.0%	.0%	.0%	1.0%	3.3%	5.9%	
	# Hours=	11	2	7	22	0	0	0	0	5	17	76	
	# Staff=	7	7	22	10	3	1	1	0	12	13	34	(35)
On Leave, on Vacation, or Sick	% Hours=	.0%	16.9%	1.2%	.0%	.0%	.0%	26.7%	.0%	.0%	.2%	3.4%	
	# Hours=	0	40	10	0	0	0	8	0	0	1	44	
	# Staff=	7	7	22	10	3	1	1	0	12	13	34	(35)
Total	% Hours=	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	
	# Hours=	228	237	845	373	120	40	30	0	489	516	1291	
	# Staff=	7	7	22	10	3	1	1	0	12	13	34	(35)

TABLE 3h
UTAH

Activity Hours as a Percent of Total Activity Hours by Type of Staff For Male Respondents from CMHCs in Utah

Type of Activity		Psychiat.	Ph.D. Psychs.	M.A. Psychs.	B.A. Psychs.	M.S.W. Social Workers	B.A. Social Workers	Nurses	Psych. Techs.	Support	Admin.	Other	Missing Activity Data
Mental Health Treatment	% Hours=	71.3%	44.5%	53.3%	53.0%	43.1%	47.7%	52.1%	65.1%	.6%	42.2%	61.3%	
	# Hours=	485	720	738	517	770	82	25	250	3	230	634	
	# Staff=	21	41	35	25	45	6	1	9	12	14	28	(1)
Physical Health Treatment	% Hours=	1.3%	.0%	.1%	.5%	1.6%	1.2%	31.3%	3.9%	.0%	2.2%	4.4%	
	# Hours=	9	0	1	5	29	2	15	15	0	12	46	
	# Staff=	21	41	35	25	45	6	1	9	12	14	28	(1)
Comm. Cnslt. Education & Prevention	% Hours=	2.6%	12.1%	9.6%	4.3%	9.0%	5.2%	.0%	9.6%	1.2%	1.8%	3.2%	
	# Hours=	18	196	133	42	160	9	0	37	6	10	33	
	# Staff=	21	41	35	25	45	6	1	9	12	14	28	(1)
Providing Training	% Hours=	5.1%	4.3%	3.3%	1.8%	5.5%	.6%	.0%	2.9%	6.9%	.0%	1.3%	
	# Hours=	35	69	45	18	99	1	0	11	35	0	13	
	# Staff=	21	41	35	25	45	6	1	9	12	14	28	(1)
Receiving Training	% Hours=	2.6%	7.0%	6.4%	8.1%	5.8%	16.9%	.0%	4.2%	8.5%	1.7%	8.1%	
	# Hours=	18	113	88	79	104	29	0	16	43	9	84	
	# Staff=	21	41	35	25	45	6	1	9	12	14	28	(1)
Program Evaluation & Research	% Hours=	2.6%	4.1%	10.4%	3.6%	3.8%	.0%	.0%	2.1%	7.1%	7.9%	1.4%	
	# Hours=	18	67	144	35	68	0	0	8	36	43	15	
	# Staff=	21	41	35	25	45	6	1	9	12	14	28	(1)
Admin.	% Hours=	7.8%	17.4%	8.3%	4.2%	19.8%	2.3%	.0%	5.5%	34.0%	.9%	3.9%	
	# Hours=	53	282	115	41	354	4	0	21	172	5	40	
	# Staff=	21	41	35	25	45	6	1	9	12	14	28	(1)
Support Services	% Hours=	4.4%	3.4%	3.6%	8.1%	1.7%	26.2%	.0%	4.7%	40.9%	41.8%	5.7%	
	# Hours=	30	55	50	79	31	45	0	18	207	228	59	
	# Staff=	21	41	35	25	45	6	1	9	12	14	28	(1)
Work Related Travel	% Hours=	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	
	# Hours=	0	0	0	0	0	0	0	0	0	0	0	
	# Staff=	0	0	0	0	0	0	0	0	0	0	0	(238)
On Leave, on Vacation, or Sick	% Hours=	2.1%	7.2%	5.1%	16.3%	9.6%	.0%	16.7%	2.1%	.8%	1.5%	10.7%	
	# Hours=	14	117	70	159	172	0	8	8	4	8	111	
	# Staff=	21	41	35	25	45	6	1	9	12	14	28	(1)
Total	% Hours=	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	
	# Hours=	680	1619	1384	975	1787	172	48	384	506	545	1035	
	# Staff=	21	41	35	25	45	6	1	9	12	14	28	(1)

TABLE 4a
ALASKA

Activity Hours as a Percent of Total Activity Hours by Type of Staff For Female Respondents from CMHCs in Alaska

Type of Activity		Psychiat.	Ph.D. Psychs.	M.A. Psychs.	B.A. Psychs.	M.S.W. Social Workers	B.A. Social Workers	Nurses	Psych. Techs.	Support	Admin.	Other	Missing Activity Data
Mental Health Treatment	% Hours=	.0%	30.1%	50.4%	83.0%	48.1%	.0%	29.6%	.0%	.0%	.0%	25.1%	
	# Hours=	0	28	129	83	139	0	58	0	0	0	197	
	# Staff=	0	2	7	3	8	1	4	0	5	29	25	(4)
Physical Health Treatment	% Hours=	.0%	.0%	2.0%	.0%	.0%	.0%	1.5%	.0%	3.7%	.0%	10.7%	
	# Hours=	0	0	5	0	0	0	3	0	5	0	84	
	# Staff=	0	2	7	3	8	1	4	0	5	29	25	(4)
Comm. Cnslt. Education & Prevention	% Hours=	.0%	10.8%	18.8%	1.0%	7.6%	10.0%	10.2%	.0%	5.2%	.3%	9.9%	
	# Hours=	0	10	48	1	22	4	20	0	7	3	78	
	# Staff=	0	2	7	3	8	1	4	0	5	29	25	(4)
Providing Training	% Hours=	.0%	5.4%	2.3%	1.0%	11.1%	.0%	6.6%	.0%	3.0%	.0%	4.6%	
	# Hours=	0	5	6	1	32	0	13	0	4	0	36	
	# Staff=	0	2	7	3	8	1	4	0	5	29	25	(4)
Receiving Training	% Hours=	.0%	4.3%	3.5%	12.0%	2.4%	40.0%	20.9%	.0%	.7%	4.7%	2.0%	
	# Hours=	0	4	9	12	7	16	41	0	1	53	16	
	# Staff=	0	2	7	3	8	1	4	0	5	29	25	(4)
Program Evaluation & Research	% Hours=	.0%	.0%	2.7%	.0%	2.8%	.0%	.0%	.0%	4.4%	.4%	9.8%	
	# Hours=	0	0	7	0	8	0	0	0	6	4	77	
	# Staff=	0	2	7	3	8	1	4	0	5	29	25	(4)
Admin.	% Hours=	.0%	49.5%	7.8%	2.0%	22.5%	20.0%	18.4%	.0%	43.7%	.3%	3.3%	
	# Hours=	0	46	20	2	65	8	36	0	59	3	26	
	# Staff=	0	2	7	3	8	1	4	0	5	29	25	(4)
Support Services	% Hours=	.0%	.0%	2.7%	.0%	4.2%	20.0%	10.7%	.0%	37.0%	88.5%	16.5%	
	# Hours=	0	0	7	0	12	8	21	0	50	1008	130	
	# Staff=	0	2	7	3	8	1	4	0	5	29	25	(4)
Work Related Travel	% Hours=	.0%	.0%	.4%	1.0%	1.4%	10.0%	.5%	.0%	2.2%	.8%	2.9%	
	# Hours=	0	0	1	1	4	4	1	0	3	9	23	
	# Staff=	0	2	7	3	8	1	4	0	5	29	25	(4)
On Leave, on Vacation, or Sick	% Hours=	.0%	.0%	9.4%	.0%	.0%	.0%	1.5%	.0%	.0%	5.2%	15.1%	
	# Hours=	0	0	24	0	0	0	3	0	0	59	119	
	# Staff=	0	2	7	3	8	1	4	0	5	29	25	(4)
Total	% Hours=	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	
	# Hours=	0	93	256	100	289	40	196	0	135	1139	786	
	# Staff=	0	2	7	3	8	1	4	0	5	29	25	(4)

TABLE 4b
ARIZONA

Activity Hours as a Percent of Total Activity Hours by Type of Staff For Female Respondents from CMHCs in Arizona

Type of Activity		Psychiat.	Ph.D. Psychs.	M.A. Psychs.	B.A. Psychs.	M.S.W. Social Workers	B.A. Social Workers	Nurses	Psych. Techs.	Support	Admin.	Other	Missing Activity Data
Mental Health Treatment	% Hours=	67.3%	67.3%	57.0%	46.9%	63.7%	57.2%	55.8%	57.5%	1.9%	.9%	61.5%	
	# Hours=	266	354	1773	671	1626	552	601	161	66	82	3615	
	# Staff=	11	15	82	41	68	28	30	7	87	249	160	(19)
Physical Health Treatment	% Hours=	9.1%	.0%	.4%	.0%	.3%	.4%	6.6%	3.6%	.1%	.1%	5.8%	
	# Hours=	36	0	12	0	7	4	71	10	3	5	340	
	# Staff=	11	15	82	41	68	28	30	7	87	249	160	(19)
Comm. Cnslt. Education & Prevention	% Hours=	3.0%	7.0%	8.8%	7.1%	5.2%	6.9%	3.9%	5.4%	1.4%	.3%	5.7%	
	# Hours=	12	37	274	102	132	67	42	15	49	27	336	
	# Staff=	11	15	82	41	68	28	30	7	87	249	160	(19)
Providing Training	% Hours=	.8%	1.0%	2.2%	1.5%	1.3%	.5%	.9%	1.8%	2.6%	.4%	.8%	
	# Hours=	3	5	67	22	33	5	10	5	89	35	47	
	# Staff=	11	15	82	41	68	28	30	7	87	249	160	(19)
Receiving Training	% Hours=	8.4%	3.6%	2.8%	4.3%	4.7%	4.7%	3.1%	3.6%	2.5%	1.6%	4.7%	
	# Hours=	33	19	86	61	121	45	33	10	84	156	276	
	# Staff=	11	15	82	41	68	28	30	7	87	249	160	(19)
Program Evaluation & Research	% Hours=	.0%	2.1%	4.7%	5.3%	1.8%	1.3%	1.1%	13.6%	5.4%	1.7%	1.8%	
	# Hours=	0	11	146	76	47	13	12	38	185	165	106	
	# Staff=	11	15	82	41	68	28	30	7	87	249	160	(19)
Admin.	% Hours=	6.8%	14.6%	12.0%	10.7%	11.8%	13.2%	20.4%	8.2%	47.7%	32.6%	4.0%	
	# Hours=	27	77	373	153	302	127	220	23	1627	3093	233	
	# Staff=	11	15	82	41	68	28	30	7	87	249	160	(19)
Support Services	% Hours=	.0%	2.1%	4.7%	10.2%	2.4%	7.0%	3.3%	3.2%	32.4%	57.7%	4.4%	
	# Hours=	0	11	146	146	61	68	36	9	1105	5469	258	
	# Staff=	11	15	82	41	68	28	30	7	87	249	160	(19)
Work Related Travel	% Hours=	1.0%	1.5%	3.7%	3.1%	2.4%	2.3%	3.9%	3.2%	1.8%	.7%	3.8%	
	# Hours=	4	8	114	45	61	22	42	9	62	67	223	
	# Staff=	11	15	82	41	68	28	30	7	87	249	160	(19)
On Leave, on Vacation, or Sick	% Hours=	3.5%	.8%	3.8%	10.9%	6.3%	6.4%	1.0%	.0%	4.2%	4.0%	7.5%	
	# Hours=	14	4	118	156	162	62	11	0	144	382	440	
	# Staff=	11	15	82	41	68	28	30	7	87	249	160	(19)
Total	% Hours=	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	
	# Hours=	395	526	3109	1432	2552	965	1078	280	3414	9481	5874	
	# Staff=	11	15	82	41	68	28	30	7	87	249	160	(19)

TABLE 4c
COLORADO

Activity Hours as a Percent of Total Activity Hours by Type of Staff
For Female Respondents from CMHCs in Colorado

Type of Activity		Psychiat.	Ph.D. Psychs.	M.A. Psychs.	B.A. Psychs.	M.S.W. Social Workers	B.A. Social Workers	Nurses	Psych. Techs.	Support	Admin.	Other	Missing Activity Data
Mental Health Treatment	% Hours=	22.2%	40.8%	46.7%	42.4%	54.5%	35.7%	51.5%	51.6%	2.3%	2.0%	53.2%	
	# Hours=	39	386	1086	652	1457	199	1251	335	66	188	2349	
	# Staff=	5	27	70	46	74	17	63	19	77	262	151	(163)
Physical Health Treatment	% Hours=	10.2%	.1%	.9%	1.9%	.0%	6.3%	3.0%	2.8%	.0%	.3%	1.9%	
	# Hours=	18	1	22	29	0	35	73	18	0	31	86	
	# Staff=	5	27	70	46	74	17	63	19	77	262	151	(163)
Comm. Cnslt. Education & Prevention	% Hours=	2.3%	15.4%	5.6%	3.5%	8.2%	6.8%	5.4%	4.3%	1.1%	.4%	5.5%	
	# Hours=	4	146	129	54	219	38	132	28	32	34	244	
	# Staff=	5	27	70	46	74	17	63	19	77	262	151	(163)
Providing Training	% Hours=	21.0%	9.2%	4.6%	1.3%	3.4%	2.7%	4.2%	2.8%	2.4%	1.1%	1.8%	
	# Hours=	37	87	107	20	91	15	101	18	71	107	80	
	# Staff=	5	27	70	46	74	17	63	19	77	262	151	(163)
Receiving Training	% Hours=	8.5%	.5%	3.5%	5.3%	1.9%	.9%	.8%	1.7%	4.2%	5.7%	2.4%	
	# Hours=	15	5	81	82	52	5	19	11	123	538	104	
	# Staff=	5	27	70	46	74	17	63	19	77	262	151	(163)
Program Evaluation & Research	% Hours=	1.1%	5.5%	4.8%	8.3%	1.9%	8.3%	1.9%	.0%	2.7%	1.6%	2.7%	
	# Hours=	2	52	111	128	51	46	47	0	77	154	121	
	# Staff=	5	27	70	46	74	17	63	19	77	262	151	(163)
Admin.	% Hours=	22.7%	12.4%	14.9%	4.6%	10.9%	4.5%	13.0%	4.2%	19.0%	2.0%	2.5%	
	# Hours=	40	117	345	71	292	25	315	27	551	186	112	
	# Staff=	5	27	70	46	74	17	63	19	77	262	151	(163)
Support Services	% Hours=	.0%	2.9%	3.0%	15.1%	1.9%	16.0%	7.0%	3.9%	57.1%	78.5%	13.9%	
	# Hours=	0	27	70	232	50	89	170	25	1656	7413	616	
	# Staff=	5	27	70	46	74	17	63	19	77	262	151	(163)
Work Related Travel	% Hours=	11.9%	10.7%	10.8%	12.2%	9.4%	16.7%	10.5%	10.3%	2.4%	3.5%	9.8%	
	# Hours=	21	101	250	187	252	93	255	67	69	334	434	
	# Staff=	5	27	70	46	74	17	63	19	77	262	151	(163)
On Leave, on Vacation, or Sick	% Hours=	.0%	2.6%	5.3%	5.4%	7.9%	2.2%	2.6%	18.5%	8.8%	4.9%	6.2%	
	# Hours=	0	25	122	83	211	12	64	120	256	463	272	
	# Staff=	5	27	70	46	74	17	63	19	77	262	151	(163)
Total	% Hours=	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	
	# Hours=	176	947	2323	1538	2675	557	2427	649	2901	9448	4418	
	# Staff=	5	27	70	46	74	17	63	19	77	262	151	(163)

TABLE 4d
HAWAII

Activity Hours as a Percent of Total Activity Hours by Type of Staff
For Female Respondents from CMHCs in Hawaii

Type of Activity		Psychiat.	Ph.D. Psychs.	M.A. Psychs.	B.A. Psychs.	M.S.W. Social Workers	B.A. Social Workers	Nurses	Psych. Techs.	Support	Admin.	Other	Missing Activity Data
Mental Health Treatment	% Hours=	46.7%	37.9%	35.2%	26.3%	37.4%	62.0%	57.4%	72.0%	3.0%	5.2%	48.8%	
	# Hours=	49	119	51	93	353	62	218	18	30	51	1586	
	# Staff=	4	9	4	10	27	4	10	2	27	25	92	(14)
Physical Health Treatment	% Hours=	.0%	.0%	.0%	.0%	.7%	.0%	.5%	.0%	.0%	.4%	1.1%	
	# Hours=	0	0	0	0	7	0	2	0	0	4	35	
	# Staff=	4	9	4	10	27	4	10	2	27	25	92	(14)
Comm. Cnslt. Education & Prevention	% Hours=	28.6%	13.7%	9.0%	9.3%	15.1%	11.0%	12.4%	.0%	.8%	.4%	10.3%	
	# Hours=	30	43	13	33	143	11	47	0	8	4	334	
	# Staff=	4	9	4	10	27	4	10	2	27	25	92	(14)
Providing Training	% Hours=	2.9%	4.1%	.0%	.8%	2.8%	.0%	3.9%	.0%	.2%	.8%	1.3%	
	# Hours=	3	13	0	3	26	0	15	0	2	8	43	
	# Staff=	4	9	4	10	27	4	10	2	27	25	92	(14)
Receiving Training	% Hours=	1.0%	2.5%	1.4%	1.4%	5.1%	3.0%	4.2%	.0%	.3%	1.1%	4.0%	
	# Hours=	1	8	2	5	48	3	16	0	3	11	130	
	# Staff=	4	9	4	10	27	4	10	2	27	25	92	(14)
Program Evaluation & Research	% Hours=	9.5%	11.1%	39.3%	19.8%	7.3%	5.0%	5.3%	24.0%	3.6%	1.0%	3.7%	
	# Hours=	10	35	57	70	69	5	20	6	36	10	119	
	# Staff=	4	9	4	10	27	4	10	2	27	25	92	(14)
Admin.	% Hours=	5.7%	14.0%	9.7%	17.0%	8.1%	6.0%	6.8%	.0%	9.2%	1.9%	4.6%	
	# Hours=	6	44	14	60	77	6	26	0	93	19	151	
	# Staff=	4	9	4	10	27	4	10	2	27	25	92	(14)
Support Services	% Hours=	1.9%	4.8%	2.8%	6.8%	4.6%	3.0%	1.8%	.0%	67.2%	82.9%	11.0%	
	# Hours=	2	15	4	24	43	3	7	0	676	809	358	
	# Staff=	4	9	4	10	27	4	10	2	27	25	92	(14)
Work Related Travel	% Hours=	3.8%	4.8%	1.4%	6.8%	5.6%	6.0%	5.5%	4.0%	2.0%	1.7%	7.6%	
	# Hours=	4	15	2	24	53	6	21	1	20	17	248	
	# Staff=	4	9	4	10	27	4	10	2	27	25	92	(14)
On Leave, on Vacation, or Sick	% Hours=	.0%	7.0%	1.4%	11.6%	13.3%	4.0%	2.1%	.0%	13.7%	4.4%	7.6%	
	# Hours=	0	22	2	41	126	4	8	0	138	43	248	
	# Staff=	4	9	4	10	27	4	10	2	27	25	92	(14)
Total	% Hours=	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	
	# Hours=	105	314	145	353	945	100	380	25	1006	976	3252	
	# Staff=	4	9	4	10	27	4	10	2	27	25	92	(14)

TABLE 4e
IDAHO

Activity Hours as a Percent of Total Activity Hours by Type of Staff
For Female Respondents from CMHCs in Idaho

Type of Activity		Psychiat.	Ph.D. Psychs.	M.A. Psychs.	B.A. Psychs.	M.S.W. Social Workers	B.A. Social Workers	Nurses	Psych. Techs.	Support	Admin.	Other	Missing Activity Data
Mental Health Treatment	% Hours=	.0%	75.0%	57.5%	80.8%	68.4%	71.6%	45.8%	40.0%	.0%	.0%	60.2%	
	# Hours=	0	30	92	97	117	48	82	16	0	0	136	
	# Staff=	0	1	5	3	5	2	4	1	2	34	7	(1)
Physical Health Treatment	% Hours=	.0%	.0%	.0%	.0%	.0%	.0%	17.9%	.0%	.0%	.0%	.0%	
	# Hours=	0	0	0	0	0	0	32	0	0	0	0	
	# Staff=	0	1	5	3	5	2	4	1	2	34	7	(1)
Comm. Cnslt. Education & Prevention	% Hours=	.0%	17.5%	2.5%	5.8%	3.5%	7.5%	2.2%	.0%	.0%	.4%	3.1%	
	# Hours=	0	7	4	7	6	5	4	0	0	4	7	
	# Staff=	0	1	5	3	5	2	4	1	2	34	7	(1)
Providing Training	% Hours=	.0%	.0%	.6%	.0%	1.8%	.0%	1.1%	.0%	.0%	.0%	.4%	
	# Hours=	0	0	1	0	3	0	2	0	0	0	1	
	# Staff=	0	1	5	3	5	2	4	1	2	34	7	(1)
Receiving Training	% Hours=	.0%	7.5%	6.9%	1.7%	2.9%	4.5%	7.8%	20.0%	.0%	.8%	1.3%	
	# Hours=	0	3	11	2	5	3	14	8	0	8	3	
	# Staff=	0	1	5	3	5	2	4	1	2	34	7	(1)
Program Evaluation & Research	% Hours=	.0%	.0%	5.0%	.0%	.6%	1.5%	2.2%	10.0%	.0%	.0%	.0%	
	# Hours=	0	0	8	0	1	1	4	4	0	0	0	
	# Staff=	0	1	5	3	5	2	4	1	2	34	7	(1)
Admin.	% Hours=	.0%	.0%	18.1%	3.3%	7.6%	6.0%	6.7%	.0%	.0%	7.3%	.0%	
	# Hours=	0	0	29	4	13	4	12	0	0	77	0	
	# Staff=	0	1	5	3	5	2	4	1	2	34	7	(1)
Support Services	% Hours=	.0%	.0%	5.0%	1.7%	2.3%	.0%	6.1%	10.0%	100.0%	83.6%	31.0%	
	# Hours=	0	0	8	2	4	0	11	4	42	885	70	
	# Staff=	0	1	5	3	5	2	4	1	2	34	7	(1)
Work Related Travel	% Hours=	.0%	.0%	4.4%	.0%	3.5%	4.5%	10.1%	.0%	.0%	.0%	4.0%	
	# Hours=	0	0	7	0	6	3	18	0	0	0	9	
	# Staff=	0	1	5	3	5	2	4	1	2	34	7	(1)
On Leave, on Vacation, or Sick	% Hours=	.0%	.0%	.0%	6.7%	9.4%	4.5%	.0%	20.0%	.0%	8.0%	.0%	
	# Hours=	0	0	0	8	16	3	0	8	0	85	0	
	# Staff=	0	1	5	3	5	2	4	1	2	34	7	(1)
Total	% Hours=	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	
	# Hours=	0	40	160	120	171	67	179	40	42	1059	226	
	# Staff=	0	1	5	3	5	2	4	1	2	34	7	(1)

TABLE 4f
MONTANA

Activity Hours as a Percent of Total Activity Hours by Type of Staff
For Female Respondents from CMHCs in Montana

Type of Activity		Psychiat.	Ph.D. Psychs.	M.A. Psychs.	B.A. Psychs.	M.S.W. Social Workers	B.A. Social Workers	Nurses	Psych. Techs.	Support	Admin.	Other	Missing Activity Data
Mental Health Treatment	% Hours=	.0%	36.8%	67.5%	63.3%	60.6%	48.8%	58.1%	.0%	2.8%	1.2%	58.5%	
	# Hours=	0	32	162	219	177	40	162	0	35	20	600	
	# Staff=	0	2	8	9	7	2	9	0	35	46	40	(9)
Physical Health Treatment	% Hours=	.0%	.0%	.0%	1.2%	.3%	.0%	.0%	.0%	.0%	.0%	1.1%	
	# Hours=	0	0	0	4	1	0	0	0	0	0	11	
	# Staff=	0	2	8	9	7	2	9	0	35	46	40	(9)
Comm. Cnslt. Education & Prevention	% Hours=	.0%	16.1%	7.9%	6.1%	6.2%	.0%	9.3%	.0%	.5%	.6%	7.0%	
	# Hours=	0	14	19	21	18	0	26	0	6	11	72	
	# Staff=	0	2	8	9	7	2	9	0	35	46	40	(9)
Providing Training	% Hours=	.0%	1.1%	.0%	1.7%	2.7%	.0%	1.4%	.0%	1.2%	.1%	.9%	
	# Hours=	0	1	0	6	8	0	4	0	15	1	9	
	# Staff=	0	2	8	9	7	2	9	0	35	46	40	(9)
Receiving Training	% Hours=	.0%	3.4%	8.3%	4.9%	5.8%	6.1%	2.5%	.0%	2.9%	1.8%	4.3%	
	# Hours=	0	3	20	17	17	5	7	0	36	30	44	
	# Staff=	0	2	8	9	7	2	9	0	35	46	40	(9)
Program Evaluation & Research	% Hours=	.0%	.0%	.0%	1.4%	2.7%	.0%	3.6%	.0%	2.2%	.7%	2.5%	
	# Hours=	0	0	0	5	8	0	10	0	27	12	26	
	# Staff=	0	2	8	9	7	2	9	0	35	46	40	(9)
Admin.	% Hours=	.0%	31.0%	9.6%	5.5%	8.6%	.0%	5.0%	.0%	11.1%	3.5%	2.3%	
	# Hours=	0	27	23	19	25	0	14	0	138	60	24	
	# Staff=	0	2	8	9	7	2	9	0	35	46	40	(9)
Support Services	% Hours=	.0%	.0%	.0%	5.5%	6.5%	37.8%	15.4%	.0%	76.9%	89.3%	13.5%	
	# Hours=	0	0	0	19	19	31	43	0	958	1524	138	
	# Staff=	0	2	8	9	7	2	9	0	35	46	40	(9)
Work Related Travel	% Hours=	.0%	9.2%	5.4%	9.2%	5.1%	7.3%	3.2%	.0%	.9%	.2%	4.8%	
	# Hours=	0	8	13	32	15	6	9	0	11	3	49	
	# Staff=	0	2	8	9	7	2	9	0	35	46	40	(9)
On Leave, on Vacation, or Sick	% Hours=	.0%	2.3%	1.2%	1.2%	1.4%	.0%	1.4%	.0%	1.6%	2.6%	5.2%	
	# Hours=	0	2	3	4	4	0	4	0	20	45	53	
	# Staff=	0	2	8	9	7	2	9	0	35	46	40	(9)
Total	% Hours=	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	
	# Hours=	0	87	240	346	292	82	279	0	1246	1706	1026	
	# Staff=	0	2	8	9	7	2	9	0	35	46	40	(9)

TABLE 4g
NEW MEXICO

Activity Hours as a Percent of Total Activity Hours by Type of Staff For Female Respondents from CMHCs in New Mexico

Type of Activity		Psychiat.	Ph.D. Psychs.	M.A. Psychs.	B.A. Psychs.	M.S.W. Social Workers	B.A. Social Workers	Nurses	Psych. Techs.	Support	Admin.	Other	Missing Activity Data
Mental Health Treatment	% Hours=	68.3%	61.1%	57.8%	64.1%	73.9%	51.5%	53.9%	2.4%	2.4%	1.6%	48.5%	
	# Hours=	43	11	551	445	207	51	188	2	33	25	1168	
	# Staff=	3	1	25	19	7	3	9	2	35	39	68	(50)
Physical Health Treatment	% Hours=	.0%	.0%	1.9%	.7%	.0%	.0%	13.2%	.0%	.0%	.0%	3.5%	
	# Hours=	0	0	18	5	0	0	46	0	0	0	85	
	# Staff=	3	1	25	19	7	3	9	2	35	39	68	(50)
Comm. Cnslt. Education & Prevention	% Hours=	.0%	11.1%	12.9%	6.5%	17.5%	12.1%	2.0%	30.6%	2.1%	2.1%	5.0%	
	# Hours=	0	2	123	45	49	12	7	26	28	32	121	
	# Staff=	3	1	25	19	7	3	9	2	35	39	68	(50)
Providing Training	% Hours=	1.6%	5.6%	1.7%	2.7%	.0%	1.0%	.9%	16.5%	2.4%	1.7%	1.2%	
	# Hours=	1	1	16	19	0	1	3	14	33	27	29	
	# Staff=	3	1	25	19	7	3	9	2	35	39	68	(50)
Receiving Training	% Hours=	.0%	22.2%	2.6%	3.0%	2.5%	5.1%	2.9%	.0%	3.7%	3.4%	5.9%	
	# Hours=	0	4	25	21	7	5	10	0	51	52	141	
	# Staff=	3	1	25	19	7	3	9	2	35	39	68	(50)
Program Evaluation & Research	% Hours=	19.0%	.0%	3.5%	3.5%	.7%	2.0%	2.6%	.0%	2.4%	3.7%	2.4%	
	# Hours=	12	0	33	24	2	2	9	0	32	57	58	
	# Staff=	3	1	25	19	7	3	9	2	35	39	68	(50)
Admin.	% Hours=	.0%	.0%	5.1%	2.3%	.0%	8.1%	10.9%	.0%	16.8%	3.6%	1.8%	
	# Hours=	0	0	49	16	0	8	38	0	228	56	43	
	# Staff=	3	1	25	19	7	3	9	2	35	39	68	(50)
Support Services	% Hours=	3.2%	.0%	8.2%	9.8%	4.6%	.0%	3.4%	47.1%	62.7%	77.8%	19.5%	
	# Hours=	2	0	78	68	13	0	12	40	853	1204	469	
	# Staff=	3	1	25	19	7	3	9	2	35	39	68	(50)
Work Related Travel	% Hours=	7.9%	.0%	2.1%	3.9%	.7%	2.0%	1.1%	3.5%	2.1%	.4%	2.0%	
	# Hours=	5	0	20	27	2	2	4	3	29	6	48	
	# Staff=	3	1	25	19	7	3	9	2	35	39	68	(50)
On Leave, on Vacation, or Sick	% Hours=	.0%	.0%	4.3%	3.5%	.0%	18.2%	9.2%	.0%	5.4%	5.7%	10.3%	
	# Hours=	0	0	41	24	0	18	32	0	74	88	248	
	# Staff=	3	1	25	19	7	3	9	2	35	39	68	(50)
Total	% Hours=	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	
	# Hours=	63	18	954	694	280	99	349	85	1361	1547	2410	
	# Staff=	3	1	25	19	7	3	9	2	35	39	68	(50)

TABLE 4h
UTAH

Activity Hours as a Percent of Total Activity Hours by Type of Staff For Female Respondents from CMHCs in Utah

Type of Activity		Psychiat.	Ph.D. Psychs.	M.A. Psychs.	B.A. Psychs.	M.S.W. Social Workers	B.A. Social Workers	Nurses	Psych. Techs.	Support	Admin.	Other	Missing Activity Data
Mental Health Treatment	% Hours=	60.5%	32.7%	62.5%	54.8%	64.4%	49.8%	62.2%	74.2%	1.7%	1.6%	66.6%	
	# Hours=	49	68	318	490	939	280	468	196	20	36	1448	
	# Staff=	3	6	14	29	40	18	21	6	31	64	64	(19)
Physical Health Treatment	% Hours=	.0%	.0%	.0%	1.7%	.1%	1.1%	11.3%	.0%	.3%	1.4%	3.4%	
	# Hours=	0	0	0	15	1	6	85	0	3	33	74	
	# Staff=	3	6	14	29	40	18	21	6	31	64	64	(19)
Comm. Cnslt. Education & Prevention	% Hours=	4.9%	16.8%	11.4%	9.3%	10.1%	11.6%	3.9%	2.7%	2.2%	.2%	2.7%	
	# Hours=	4	35	58	83	147	65	29	7	25	4	59	
	# Staff=	3	6	14	29	40	18	21	6	31	64	64	(19)
Providing Training	% Hours=	9.9%	1.0%	3.7%	3.4%	6.5%	2.3%	2.7%	.0%	2.1%	.6%	1.7%	
	# Hours=	8	2	19	30	95	13	20	0	24	15	37	
	# Staff=	3	6	14	29	40	18	21	6	31	64	64	(19)
Receiving Training	% Hours=	1.2%	3.8%	7.5%	7.5%	5.6%	11.0%	6.8%	6.4%	4.0%	1.7%	12.3%	
	# Hours=	1	8	38	67	81	62	51	17	46	39	267	
	# Staff=	3	6	14	29	40	18	21	6	31	64	64	(19)
Program Evaluation & Research	% Hours=	1.2%	5.3%	4.5%	3.6%	2.7%	4.8%	.8%	.0%	1.7%	2.6%	1.3%	
	# Hours=	1	11	23	32	39	27	6	0	20	60	29	
	# Staff=	3	6	14	29	40	18	21	6	31	64	64	(19)
Admin.	% Hours=	22.2%	18.8%	5.7%	2.7%	5.5%	4.1%	7.2%	.8%	5.1%	1.2%	2.1%	
	# Hours=	18	39	29	24	80	23	54	2	59	29	46	
	# Staff=	3	6	14	29	40	18	21	6	31	64	64	(19)
Support Services	% Hours=	.0%	1.4%	.4%	14.1%	2.9%	11.0%	2.5%	15.9%	81.6%	86.2%	4.3%	
	# Hours=	0	3	2	126	42	62	19	42	943	1999	93	
	# Staff=	3	6	14	29	40	18	21	6	31	64	64	(19)
Work Related Travel	% Hours=	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	
	# Hours=	0	0	0	0	0	0	0	0	0	0	0	
	# Staff=	0	0	0	0	0	0	0	0	0	0	0	(315)
On Leave, on Vacation, or Sick	% Hours=	.0%	20.2%	4.3%	3.0%	2.3%	4.3%	2.8%	.0%	1.3%	4.5%	5.5%	
	# Hours=	0	42	22	27	33	24	21	0	15	105	120	
	# Staff=	3	6	14	29	40	18	21	6	31	64	64	(19)
Total	% Hours=	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	
	# Hours=	81	208	509	894	1457	562	753	264	1155	2320	2173	
	# Staff=	3	6	14	29	40	18	21	6	31	64	64	(19)

TABLE 5a
ALASKA

Activity Hours as a Percent of Total Activity Hours by Type of Staff For Male Respondents from State Hospitals in Alaska

Type of Activity		Psychiat.	Ph.D. Psychs.	M.A. Psychs.	B.A. Psychs.	M.S.W. Social Workers	B.A. Social Workers	Nurses	Psych. Techs.	Support	Admin.	Other	Missing Activity Data
Mental Health Treatment	% Hours=	92.5%	.0%	95.6%	.0%	90.9%	.0%	100.0%	.0%	3.8%	.0%	59.8%	
	# Hours=	74	0	153	0	70	0	40	0	5	0	417	
	# Staff=	2	0	4	0	2	0	1	0	3	5	19	(4)
Physical Health Treatment	% Hours=	2.5%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.8%	15.5%	8.3%	
	# Hours=	2	0	0	0	0	0	0	0	1	30	58	
	# Staff=	2	0	4	0	2	0	1	0	3	5	19	(4)
Comm. Cnslt. Education & Prevention	% Hours=	.0%	.0%	2.5%	.0%	1.3%	.0%	.0%	.0%	.0%	.0%	.1%	
	# Hours=	0	0	4	0	1	0	0	0	0	0	1	
	# Staff=	2	0	4	0	2	0	1	0	3	5	19	(4)
Providing Training	% Hours=	2.5%	.0%	.0%	.0%	1.3%	.0%	.0%	.0%	1.5%	.0%	.3%	
	# Hours=	2	0	0	0	1	0	0	0	2	0	2	
	# Staff=	2	0	4	0	2	0	1	0	3	5	19	(4)
Receiving Training	% Hours=	1.2%	.0%	.6%	.0%	2.6%	.0%	.0%	.0%	.0%	.0%	.7%	
	# Hours=	1	0	1	0	2	0	0	0	0	0	5	
	# Staff=	2	0	4	0	2	0	1	0	3	5	19	(4)
Program Evaluation & Research	% Hours=	.0%	.0%	1.2%	.0%	1.3%	.0%	.0%	.0%	.0%	.5%	.4%	
	# Hours=	0	0	2	0	1	0	0	0	0	1	3	
	# Staff=	2	0	4	0	2	0	1	0	3	5	19	(4)
Admin.	% Hours=	1.2%	.0%	.0%	.0%	1.3%	.0%	.0%	.0%	33.1%	3.6%	1.6%	
	# Hours=	1	0	0	0	1	0	0	0	44	7	11	
	# Staff=	2	0	4	0	2	0	1	0	3	5	19	(4)
Support Services	% Hours=	.0%	.0%	.0%	.0%	1.3%	.0%	.0%	.0%	36.8%	79.4%	14.2%	
	# Hours=	0	0	0	0	1	0	0	0	49	154	99	
	# Staff=	2	0	4	0	2	0	1	0	3	5	19	(4)
Work Related Travel	% Hours=	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	12.0%	.0%	.0%	
	# Hours=	0	0	0	0	0	0	0	0	16	0	0	
	# Staff=	2	0	4	0	2	0	1	0	3	5	19	(4)
On Leave, on Vacation, or Sick	% Hours=	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	12.0%	1.0%	14.5%	
	# Hours=	0	0	0	0	0	0	0	0	16	2	101	
	# Staff=	2	0	4	0	2	0	1	0	3	5	19	(4)
Total	% Hours=	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	
	# Hours=	80	0	160	0	77	0	40	0	133	194	697	
	# Staff=	2	0	4	0	2	0	1	0	3	5	19	(4)

TABLE 5b
ARIZONA

Activity Hours as a Percent of Total Activity Hours by Type of Staff For Male Respondents from State Hospitals in Arizona

Type of Activity		Psychiat.	Ph.D. Psychs.	M.A. Psychs.	B.A. Psychs.	M.S.W. Social Workers	B.A. Social Workers	Nurses	Psych. Techs.	Support	Admin.	Other	Missing Activity Data
Mental Health Treatment	% Hours=	48.5%	58.7%	58.0%	81.6%	62.5%	.0%	12.5%	71.4%	12.9%	.0%	62.1%	
	# Hours=	158	71	119	416	50	0	5	177	63	0	1699	
	# Staff=	8	3	5	13	2	1	1	6	12	102	72	(7)
Physical Health Treatment	% Hours=	5.2%	.0%	5.4%	5.7%	.0%	.0%	75.0%	7.7%	.0%	.0%	18.1%	
	# Hours=	17	0	11	29	0	0	30	19	0	0	496	
	# Staff=	8	3	5	13	2	1	1	6	12	102	72	(7)
Comm. Cnslt. Education & Prevention	% Hours=	1.2%	1.7%	.5%	.6%	12.5%	.0%	.0%	.4%	.8%	.0%	.5%	
	# Hours=	4	2	1	3	10	0	0	1	4	0	14	
	# Staff=	8	3	5	13	2	1	1	6	12	102	72	(7)
Providing Training	% Hours=	.6%	5.8%	8.3%	1.4%	2.5%	25.0%	12.5%	2.8%	1.6%	.0%	.9%	
	# Hours=	2	7	17	7	2	10	5	7	8	0	24	
	# Staff=	8	3	5	13	2	1	1	6	12	102	72	(7)
Receiving Training	% Hours=	1.5%	5.8%	2.4%	1.2%	8.8%	.0%	.0%	3.6%	.0%	.0%	4.4%	
	# Hours=	5	7	5	6	7	0	0	9	0	0	121	
	# Staff=	8	3	5	13	2	1	1	6	12	102	72	(7)
Program Evaluation & Research	% Hours=	5.5%	5.8%	4.4%	3.9%	.0%	.0%	.0%	5.6%	3.1%	.8%	1.8%	
	# Hours=	18	7	9	20	0	0	0	14	15	32	48	
	# Staff=	8	3	5	13	2	1	1	6	12	102	72	(7)
Admin.	% Hours=	23.3%	13.2%	12.7%	.0%	11.2%	.0%	.0%	6.5%	43.1%	1.2%	1.1%	
	# Hours=	76	16	26	0	9	0	0	16	211	50	31	
	# Staff=	8	3	5	13	2	1	1	6	12	102	72	(7)
Support Services	% Hours=	.6%	8.3%	3.9%	2.0%	2.5%	75.0%	.0%	2.0%	34.8%	87.2%	5.2%	
	# Hours=	2	10	8	10	2	30	0	5	170	3542	143	
	# Staff=	8	3	5	13	2	1	1	6	12	102	72	(7)
Work Related Travel	% Hours=	.0%	.8%	2.9%	2.2%	.0%	.0%	.0%	.0%	1.0%	.0%	.1%	
	# Hours=	0	1	6	11	0	0	0	0	5	0	3	
	# Staff=	8	3	5	13	2	1	1	6	12	102	72	(7)
On Leave, on Vacation, or Sick	% Hours=	13.5%	.0%	1.5%	1.6%	.0%	.0%	.0%	.0%	2.7%	10.7%	5.7%	
	# Hours=	44	0	3	8	0	0	0	0	13	436	156	
	# Staff=	8	3	5	13	2	1	1	6	12	102	72	(7)
Total	% Hours=	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	
	# Hours=	326	121	205	510	80	40	40	248	489	4060	2735	
	# Staff=	8	3	5	13	2	1	1	6	12	102	72	(7)

TABLE 5c
COLORADO

Activity Hours as a Percent of Total Activity Hours by Type of Staff
For Male Respondents from State Hospitals in Colorado

Type of Activity		Psychiat.	Ph.D. Psychs.	M.A. Psychs.	B.A. Psychs.	M.S.W. Social Workers	B.A. Social Workers	Nurses	Psych. Techs.	Support	Admin.	Other	Missing Activity Data
Mental Health Treatment	% Hours=	51.4%	35.5%	59.5%	22.8%	29.8%	.0%	37.9%	80.2%	.0%	.0%	10.4%	
	# Hours=	246	203	182	94	253	0	144	340	0	0	938	
	# Staff=	11	15	8	10	23	1	9	11	0	0	234	(32)
Physical Health Treatment	% Hours=	2.5%	.0%	.3%	1.2%	.0%	.0%	5.3%	4.5%	.0%	.0%	4.9%	
	# Hours=	12	0	1	5	0	0	20	19	0	0	443	
	# Staff=	11	15	8	10	23	1	9	11	0	0	234	(32)
Comm. Cnslt. Education & Prevention	% Hours=	.2%	.3%	1.0%	1.2%	5.1%	.0%	4.7%	.2%	.0%	.0%	1.1%	
	# Hours=	1	2	3	5	43	0	18	1	0	0	99	
	# Staff=	11	15	8	10	23	1	9	11	0	0	234	(32)
Providing Training	% Hours=	6.5%	8.4%	.0%	3.4%	1.8%	.0%	3.9%	2.4%	.0%	.0%	1.5%	
	# Hours=	31	48	0	14	15	0	15	10	0	0	132	
	# Staff=	11	15	8	10	23	1	9	11	0	0	234	(32)
Receiving Training	% Hours=	6.3%	.9%	1.6%	5.8%	1.1%	.0%	1.3%	1.2%	.0%	.0%	2.3%	
	# Hours=	30	5	5	24	9	0	5	5	0	0	206	
	# Staff=	11	15	8	10	23	1	9	11	0	0	234	(32)
Program Evaluation & Research	% Hours=	.0%	18.2%	1.0%	2.4%	9.7%	.0%	8.7%	.9%	.0%	.0%	1.7%	
	# Hours=	0	104	3	10	82	0	33	4	0	0	152	
	# Staff=	11	15	8	10	23	1	9	11	0	0	234	(32)
Admin.	% Hours=	26.5%	22.2%	31.7%	34.9%	44.5%	.0%	12.4%	.2%	.0%	.0%	7.7%	
	# Hours=	127	127	97	144	377	0	47	1	0	0	699	
	# Staff=	11	15	8	10	23	1	9	11	0	0	234	(32)
Support Services	% Hours=	.0%	5.9%	4.9%	21.5%	1.2%	100.0%	7.1%	3.1%	.0%	.0%	64.6%	
	# Hours=	0	34	15	89	10	40	27	13	0	0	5851	
	# Staff=	11	15	8	10	23	1	9	11	0	0	234	(32)
Work Related Travel	% Hours=	5.0%	3.0%	.0%	3.4%	2.2%	.0%	3.9%	1.7%	.0%	.0%	3.3%	
	# Hours=	24	17	0	14	19	0	15	7	0	0	301	
	# Staff=	11	15	8	10	23	1	9	11	0	0	234	(32)
On Leave, on Vacation, or Sick	% Hours=	1.7%	5.6%	.0%	3.4%	4.7%	.0%	14.7%	5.7%	.0%	.0%	2.6%	
	# Hours=	8	32	0	14	40	0	56	24	0	0	235	
	# Staff=	11	15	8	10	23	1	9	11	0	0	234	(32)
Total	% Hours=	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	
	# Hours=	479	572	306	413	848	40	380	424	0	0	9056	
	# Staff=	11	15	8	10	23	1	9	11	0	0	234	(32)

* Colorado's state hospital administration and support staff are included in the "Other" category due to missing job function data.

TABLE 5d
HAWAII

Activity Hours as a Percent of Total Activity Hours by Type of Staff
For Male Respondents from State Hospitals in Hawaii

Type of Activity		Psychiat.	Ph.D. Psychs.	M.A. Psychs.	B.A. Psychs.	M.S.W. Social Workers	B.A. Social Workers	Nurses	Psych. Techs.	Support	Admin.	Other	Missing Activity Data
Mental Health Treatment	% Hours=	73.3%	52.5%	.0%	84.2%	34.6%	.0%	50.0%	100.0%	.0%	6.4%	36.7%	
	# Hours=	231	83	0	48	66	0	28	32	0	69	669	
	# Staff=	11	4	0	2	6	0	1	1	2	27	61	(19)
Physical Health Treatment	% Hours=	4.1%	.0%	.0%	14.0%	2.1%	.0%	35.7%	.0%	.0%	.2%	11.6%	
	# Hours=	13	0	0	8	4	0	20	0	0	2	212	
	# Staff=	11	4	0	2	6	0	1	1	2	27	61	(19)
Comm. Cnslt. Education & Prevention	% Hours=	3.5%	.6%	.0%	.0%	8.4%	.0%	.0%	.0%	.0%	.5%	1.4%	
	# Hours=	11	1	0	0	16	0	0	0	0	5	26	
	# Staff=	11	4	0	2	6	0	1	1	2	27	61	(19)
Providing Training	% Hours=	2.5%	5.1%	.0%	.0%	5.2%	.0%	.0%	.0%	.0%	2.7%	1.1%	
	# Hours=	8	8	0	0	10	0	0	0	0	29	20	
	# Staff=	11	4	0	2	6	0	1	1	2	27	61	(19)
Receiving Training	% Hours=	2.9%	1.9%	.0%	.0%	2.6%	.0%	3.6%	.0%	.0%	.2%	2.2%	
	# Hours=	9	3	0	0	5	0	2	0	0	2	40	
	# Staff=	11	4	0	2	6	0	1	1	2	27	61	(19)
Program Evaluation & Research	% Hours=	1.9%	10.1%	.0%	1.8%	7.9%	.0%	10.7%	.0%	.0%	.2%	4.5%	
	# Hours=	6	16	0	1	15	0	6	0	0	2	82	
	# Staff=	11	4	0	2	6	0	1	1	2	27	61	(19)
Admin.	% Hours=	2.5%	25.3%	.0%	.0%	22.0%	.0%	.0%	.0%	3.7%	2.2%	1.9%	
	# Hours=	8	40	0	0	42	0	0	0	3	24	35	
	# Staff=	11	4	0	2	6	0	1	1	2	27	61	(19)
Support Services	% Hours=	2.2%	1.3%	.0%	.0%	11.5%	.0%	.0%	.0%	50.0%	83.0%	37.6%	
	# Hours=	7	2	0	0	22	0	0	0	40	898	686	
	# Staff=	11	4	0	2	6	0	1	1	2	27	61	(19)
Work Related Travel	% Hours=	7.0%	.0%	.0%	.0%	5.8%	.0%	.0%	.0%	.0%	.0%	.8%	
	# Hours=	22	0	0	0	11	0	0	0	0	0	15	
	# Staff=	11	4	0	2	6	0	1	1	2	27	61	(19)
On Leave, on Vacation, or Sick	% Hours=	.0%	3.2%	.0%	.0%	.0%	.0%	.0%	.0%	46.3%	4.7%	2.2%	
	# Hours=	0	5	0	0	0	0	0	0	37	51	40	
	# Staff=	11	4	0	2	6	0	1	1	2	27	61	(19)
Total	% Hours=	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	
	# Hours=	315	158	0	57	191	0	56	32	80	1082	1825	
	# Staff=	11	4	0	2	6	0	1	1	2	27	61	(19)

TABLE 5e
IDAHO

Activity Hours as a Percent of Total Activity Hours by Type of Staff
For Male Respondents from State Hospitals in Idaho

Type of Activity		Psychiat.	Ph.D. Psychs.	M.A. Psychs.	B.A. Psychs.	M.S.W. Social Workers	B.A. Social Workers	Nurses	Psych. Techs.	Support	Admin.	Other	Missing Activity Data
Mental Health Treatment	% Hours=	57.5%	52.5%	100.0%	80.0%	50.9%	75.0%	95.2%	.0%	.0%	1.1%	60.5%	
	# Hours=	65	42	40	32	88	60	40	0	0	8	297	
	# Staff=	3	2	1	1	4	2	1	0	1	19	13	(16)
Physical Health Treatment	% Hours=	2.7%	.0%	.0%	.0%	3.5%	2.5%	.0%	.0%	.0%	4.4%	16.5%	
	# Hours=	3	0	0	0	6	2	0	0	0	32	81	
	# Staff=	3	2	1	1	4	2	1	0	1	19	13	(16)
Comm. Cnslt. Education & Prevention	% Hours=	1.8%	8.8%	.0%	.0%	4.6%	.0%	.0%	.0%	.0%	1.4%	.2%	
	# Hours=	2	7	0	0	8	0	0	0	0	10	1	
	# Staff=	3	2	1	1	4	2	1	0	1	19	13	(16)
Providing Training	% Hours=	.0%	6.3%	.0%	10.0%	4.0%	6.3%	4.8%	.0%	.0%	.0%	1.8%	
	# Hours=	0	5	0	4	7	5	2	0	0	0	9	
	# Staff=	3	2	1	1	4	2	1	0	1	19	13	(16)
Receiving Training	% Hours=	.0%	.0%	.0%	2.5%	.0%	2.5%	.0%	.0%	.0%	.0%	1.6%	
	# Hours=	0	0	0	1	0	2	0	0	0	0	8	
	# Staff=	3	2	1	1	4	2	1	0	1	19	13	(16)
Program Evaluation & Research	% Hours=	1.8%	7.5%	.0%	7.5%	9.2%	5.0%	.0%	.0%	.0%	2.2%	3.1%	
	# Hours=	2	6	0	3	16	4	0	0	0	16	15	
	# Staff=	3	2	1	1	4	2	1	0	1	19	13	(16)
Admin.	% Hours=	6.2%	16.3%	.0%	.0%	11.0%	3.7%	.0%	.0%	.0%	1.1%	.6%	
	# Hours=	7	13	0	0	19	3	0	0	0	8	3	
	# Staff=	3	2	1	1	4	2	1	0	1	19	13	(16)
Support Services	% Hours=	1.8%	8.8%	.0%	.0%	11.0%	5.0%	.0%	.0%	100.0%	89.6%	7.7%	
	# Hours=	2	7	0	0	19	4	0	0	40	652	38	
	# Staff=	3	2	1	1	4	2	1	0	1	19	13	(16)
Work Related Travel	% Hours=	.0%	.0%	.0%	.0%	5.8%	.0%	.0%	.0%	.0%	.3%	.0%	
	# Hours=	0	0	0	0	10	0	0	0	0	2	0	
	# Staff=	3	2	1	1	4	2	1	0	1	19	13	(16)
On Leave, on Vacation, or Sick	% Hours=	28.3%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	7.9%	
	# Hours=	32	0	0	0	0	0	0	0	0	0	39	
	# Staff=	3	2	1	1	4	2	1	0	1	19	13	(16)
Total	% Hours=	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	
	# Hours=	113	80	40	40	173	80	42	0	40	728	491	
	# Staff=	3	2	1	1	4	2	1	0	1	19	13	(16)

TABLE 5f
MONTANA

Activity Hours as a Percent of Total Activity Hours by Type of Staff For Male Respondents from State Hospitals in Montana

Type of Activity		Psychiat.	Ph.D. Psychs.	M.A. Psychs.	B.A. Psychs.	M.S.W. Social Workers	B.A. Social Workers	Nurses	Psych. Techs.	Support	Admin.	Other	Missing Activity Data
Mental Health Treatment	% Hours=	100.0%	14.3%	76.9%	70.1%	44.5%	100.0%	.0%	.0%	.0%	.0%	28.6%	
	# Hours=	40	10	40	68	65	40	0	0	0	0	196	
	# Staff=	1	2	2	3	4	1	0	0	4	19	22	(4)
Physical Health Treatment	% Hours=	.0%	.0%	.0%	.0%	5.5%	.0%	.0%	.0%	.0%	5.7%	39.8%	
	# Hours=	0	0	0	0	8	0	0	0	0	40	273	
	# Staff=	1	2	2	3	4	1	0	0	4	19	22	(4)
Comm. Cnslt. Education & Prevention	% Hours=	.0%	.0%	.0%	2.1%	8.2%	.0%	.0%	.0%	.0%	.0%	.0%	
	# Hours=	0	0	0	2	12	0	0	0	0	0	0	
	# Staff=	1	2	2	3	4	1	0	0	4	19	22	(4)
Providing Training	% Hours=	.0%	14.3%	.0%	2.1%	5.5%	.0%	.0%	.0%	1.9%	.7%	.0%	
	# Hours=	0	10	0	2	8	0	0	0	3	5	0	
	# Staff=	1	2	2	3	4	1	0	0	4	19	22	(4)
Receiving Training	% Hours=	.0%	.0%	7.7%	4.1%	.7%	.0%	.0%	.0%	.6%	.0%	.1%	
	# Hours=	0	0	4	4	1	0	0	0	1	0	1	
	# Staff=	1	2	2	3	4	1	0	0	4	19	22	(4)
Program Evaluation & Research	% Hours=	.0%	24.3%	3.8%	3.1%	12.3%	.0%	.0%	.0%	6.2%	5.7%	2.0%	
	# Hours=	0	17	2	3	18	0	0	0	10	40	14	
	# Staff=	1	2	2	3	4	1	0	0	4	19	22	(4)
Admin.	% Hours=	.0%	22.9%	11.5%	13.4%	17.1%	.0%	.0%	.0%	29.8%	2.9%	.9%	
	# Hours=	0	16	6	13	25	0	0	0	48	20	6	
	# Staff=	1	2	2	3	4	1	0	0	4	19	22	(4)
Support Services	% Hours=	.0%	24.3%	.0%	5.2%	4.8%	.0%	.0%	.0%	55.9%	84.9%	28.3%	
	# Hours=	0	17	0	5	7	0	0	0	90	591	194	
	# Staff=	1	2	2	3	4	1	0	0	4	19	22	(4)
Work Related Travel	% Hours=	.0%	.0%	.0%	.0%	1.4%	.0%	.0%	.0%	.0%	.0%	.3%	
	# Hours=	0	0	0	0	2	0	0	0	0	0	2	
	# Staff=	1	2	2	3	4	1	0	0	4	19	22	(4)
On Leave, on Vacation, or Sick	% Hours=	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	5.6%	.0%	.0%	
	# Hours=	0	0	0	0	0	0	0	0	9	0	0	
	# Staff=	1	2	2	3	4	1	0	0	4	19	22	(4)
Total	% Hours=	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	
	# Hours=	40	70	52	97	146	40	0	0	161	696	686	
	# Staff=	1	2	2	3	4	1	0	0	4	19	22	(4)

TABLE 5g
NEW MEXICO

Activity Hours as a Percent of Total Activity Hours by Type of Staff
For Male Respondents from State Hospitals in New Mexico

Type of Activity		Psychiat.	Ph.D. Psychs.	M.A. Psychs.	B.A. Psychs.	M.S.W. Social Workers	B.A. Social Workers	Nurses	Psych. Techs.	Support	Admin.	Other	Missing Activity Data
Mental Health Treatment	% Hours=	.0%	30.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	77.8%	
	# Hours=	0	12	0	0	0	0	0	0	0	0	1178	
	# Staff=	0	1	0	0	0	0	0	0	2	14	38	(7)
Physical Health Treatment	% Hours=	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	9.0%	
	# Hours=	0	0	0	0	0	0	0	0	0	0	136	
	# Staff=	0	1	0	0	0	0	0	0	2	14	38	(7)
Comm. Cnslt. Education & Prevention	% Hours=	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	1.9%	.7%	.7%	
	# Hours=	0	0	0	0	0	0	0	0	1	4	11	
	# Staff=	0	1	0	0	0	0	0	0	2	14	38	(7)
Providing Training	% Hours=	.0%	2.5%	.0%	.0%	.0%	.0%	.0%	.0%	1.9%	1.3%	.3%	
	# Hours=	0	1	0	0	0	0	0	0	1	7	4	
	# Staff=	0	1	0	0	0	0	0	0	2	14	38	(7)
Receiving Training	% Hours=	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	1.9%	.4%	.3%	
	# Hours=	0	0	0	0	0	0	0	0	1	2	5	
	# Staff=	0	1	0	0	0	0	0	0	2	14	38	(7)
Program Evaluation & Research	% Hours=	.0%	5.0%	.0%	.0%	.0%	.0%	.0%	.0%	3.8%	2.8%	1.6%	
	# Hours=	0	2	0	0	0	0	0	0	2	15	24	
	# Staff=	0	1	0	0	0	0	0	0	2	14	38	(7)
Admin.	% Hours=	.0%	55.0%	.0%	.0%	.0%	.0%	.0%	.0%	7.7%	2.8%	1.7%	
	# Hours=	0	22	0	0	0	0	0	0	4	15	26	
	# Staff=	0	1	0	0	0	0	0	0	2	14	38	(7)
Support Services	% Hours=	.0%	2.5%	.0%	.0%	.0%	.0%	.0%	.0%	82.7%	85.1%	4.0%	
	# Hours=	0	1	0	0	0	0	0	0	43	458	61	
	# Staff=	0	1	0	0	0	0	0	0	2	14	38	(7)
Work Related Travel	% Hours=	.0%	5.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	3.1%	
	# Hours=	0	2	0	0	0	0	0	0	0	0	47	
	# Staff=	0	1	0	0	0	0	0	0	2	14	38	(7)
On Leave, on Vacation, or Sick	% Hours=	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	6.9%	1.5%	
	# Hours=	0	0	0	0	0	0	0	0	0	37	22	
	# Staff=	0	1	0	0	0	0	0	0	2	14	38	(7)
Total	% Hours=	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	
	# Hours=	0	40	0	0	0	0	0	0	52	538	1514	
	# Staff=	0	1	0	0	0	0	0	0	2	14	38	(7)

TABLE 5h
UTAH

Activity Hours as a Percent of Total Activity Hours by Type of Staff
For Male Respondents from State Hospitals in Utah

Type of Activity		Psychiat.	Ph.D. Psychs.	M.A. Psychs.	B.A. Psychs.	M.S.W. Social Workers	B.A. Social Workers	Nurses	Psych. Techs.	Support	Admin.	Other	Missing Activity Data
Mental Health Treatment	% Hours=	.0%	30.8%	72.0%	67.1%	53.0%	59.0%	65.0%	60.8%	.0%	4.1%	71.6%	
	# Hours=	0	37	54	145	335	23	52	73	0	54	1362	
	# Staff=	0	3	2	5	16	1	2	3	4	34	51	(1)
Physical Health Treatment	% Hours=	.0%	.0%	.0%	2.3%	.3%	7.7%	23.8%	4.2%	.0%	.7%	6.4%	
	# Hours=	0	0	0	5	2	3	19	5	0	9	121	
	# Staff=	0	3	2	5	16	1	2	3	4	34	51	(1)
Comm. Cnslt. Education & Prevention	% Hours=	.0%	1.7%	.0%	.0%	2.4%	10.3%	.0%	.0%	.0%	.7%	1.0%	
	# Hours=	0	2	0	0	15	4	0	0	0	9	19	
	# Staff=	0	3	2	5	16	1	2	3	4	34	51	(1)
Providing Training	% Hours=	.0%	2.5%	4.0%	.0%	2.4%	7.7%	.0%	.0%	3.7%	1.7%	.8%	
	# Hours=	0	3	3	0	15	3	0	0	6	22	15	
	# Staff=	0	3	2	5	16	1	2	3	4	34	51	(1)
Receiving Training	% Hours=	.0%	.8%	.0%	18.5%	.9%	12.8%	1.2%	1.7%	.0%	1.5%	5.1%	
	# Hours=	0	1	0	40	6	5	1	2	0	19	97	
	# Staff=	0	3	2	5	16	1	2	3	4	34	51	(1)
Program Evaluation & Research	% Hours=	.0%	50.0%	10.7%	.0%	3.0%	2.6%	.0%	.0%	6.8%	1.1%	.7%	
	# Hours=	0	60	8	0	19	1	0	0	11	15	14	
	# Staff=	0	3	2	5	16	1	2	3	4	34	51	(1)
Admin.	% Hours=	.0%	14.2%	2.7%	.0%	22.3%	.0%	.0%	.0%	44.7%	.2%	.5%	
	# Hours=	0	17	2	0	141	0	0	0	72	2	10	
	# Staff=	0	3	2	5	16	1	2	3	4	34	51	(1)
Support Services	% Hours=	.0%	.0%	.0%	.9%	11.2%	.0%	.0%	26.7%	43.5%	87.7%	7.5%	
	# Hours=	0	0	0	2	71	0	0	32	70	1146	142	
	# Staff=	0	3	2	5	16	1	2	3	4	34	51	(1)
Work Related Travel	% Hours=	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	
	# Hours=	0	0	0	0	0	0	0	0	0	0	0	
	# Staff=	0	0	0	0	0	0	0	0	0	0	0	(122)
On Leave, on Vacation, or Sick	% Hours=	.0%	.0%	10.7%	11.1%	4.4%	.0%	10.0%	6.7%	1.2%	2.3%	6.5%	
	# Hours=	0	0	8	24	28	0	8	8	2	30	123	
	# Staff=	0	3	2	5	16	1	2	3	4	34	51	(1)
Total	% Hours=	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	
	# Hours=	0	120	75	216	632	39	80	120	161	1306	1903	
	# Staff=	0	3	2	5	16	1	2	3	4	34	51	(1)

TABLE 6a
ALASKA

Activity Hours as a Percent of Total Activity Hours by Type of Staff For Female Respondents from State Hospitals in Alaska

Type of Activity		Psychiat.	Ph.D. Psychs.	M.A. Psychs.	B.A. Psychs.	M.S.W. Social Workers	B.A. Social Workers	Nurses	Psych. Techs.	Support	Admin.	Other	Missing Activity Data
Mental Health Treatment	% Hours=	.0%	77.9%	60.0%	46.0%	78.9%	92.9%	60.5%	.0%	.0%	6.3%	45.4%	
	# Hours=	0	67	48	52	30	26	49	0	0	34	243	
	# Staff=	0	2	2	3	1	1	2	0	1	15	15	(5)
Physical Health Treatment	% Hours=	.0%	.0%	3.7%	.0%	.0%	.0%	7.4%	.0%	.0%	.0%	11.6%	
	# Hours=	0	0	3	0	0	0	6	0	0	0	62	
	# Staff=	0	2	2	3	1	1	2	0	1	15	15	(5)
Comm. Cnslt. Education & Prevention	% Hours=	.0%	1.2%	6.3%	1.8%	.0%	7.1%	2.5%	.0%	.0%	.0%	.4%	
	# Hours=	0	1	5	2	0	2	2	0	0	0	2	
	# Staff=	0	2	2	3	1	1	2	0	1	15	15	(5)
Providing Training	% Hours=	.0%	8.1%	5.0%	.0%	.0%	.0%	4.9%	.0%	.0%	1.1%	1.9%	
	# Hours=	0	7	4	0	0	0	4	0	0	6	10	
	# Staff=	0	2	2	3	1	1	2	0	1	15	15	(5)
Receiving Training	% Hours=	.0%	.0%	.0%	.0%	.0%	.0%	1.2%	.0%	.0%	.0%	9.0%	
	# Hours=	0	0	0	0	0	0	1	0	0	0	48	
	# Staff=	0	2	2	3	1	1	2	0	1	15	15	(5)
Program Evaluation & Research	% Hours=	.0%	3.5%	2.5%	2.7%	.0%	.0%	6.2%	.0%	.0%	.9%	2.6%	
	# Hours=	0	3	2	3	0	0	5	0	0	5	14	
	# Staff=	0	2	2	3	1	1	2	0	1	15	15	(5)
Admin.	% Hours=	.0%	9.3%	12.5%	17.7%	.0%	.0%	12.3%	.0%	.0%	.9%	5.2%	
	# Hours=	0	8	10	20	0	0	10	0	0	5	28	
	# Staff=	0	2	2	3	1	1	2	0	1	15	15	(5)
Support Services	% Hours=	.0%	.0%	.0%	31.9%	.0%	.0%	3.7%	.0%	100.0%	88.4%	17.0%	
	# Hours=	0	0	0	36	0	0	3	0	40	481	91	
	# Staff=	0	2	2	3	1	1	2	0	1	15	15	(5)
Work Related Travel	% Hours=	.0%	.0%	.0%	.0%	.0%	.0%	1.2%	.0%	.0%	.0%	.0%	
	# Hours=	0	0	0	0	0	0	1	0	0	0	0	
	# Staff=	0	2	2	3	1	1	2	0	1	15	15	(5)
On Leave, on Vacation, or Sick	% Hours=	.0%	.0%	10.0%	.0%	21.1%	.0%	.0%	.0%	.0%	2.4%	6.9%	
	# Hours=	0	0	8	0	8	0	0	0	0	13	37	
	# Staff=	0	2	2	3	1	1	2	0	1	15	15	(5)
Total	% Hours=	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	
	# Hours=	0	86	80	113	38	28	81	0	40	544	535	
	# Staff=	0	2	2	3	1	1	2	0	1	15	15	(5)

TABLE 6b
ARIZONA

Activity Hours as a Percent of Total Activity Hours by Type of Staff For Female Respondents from State Hospitals in Arizona

Type of Activity		Psychiat.	Ph.D. Psychs.	M.A. Psychs.	B.A. Psychs.	M.S.W. Social Workers	B.A. Social Workers	Nurses	Psych. Techs.	Support	Admin.	Other	Missing Activity Data
Mental Health Treatment	% Hours=	52.5%	37.5%	38.6%	83.1%	79.4%	37.5%	40.3%	69.1%	.8%	.0%	55.5%	
	# Hours=	42	15	85	216	266	15	457	328	5	0	2670	
	# Staff=	2	1	6	7	8	1	28	12	16	110	120	(10)
Physical Health Treatment	% Hours=	8.8%	.0%	18.6%	6.9%	.0%	60.0%	20.6%	9.1%	.9%	.0%	23.9%	
	# Hours=	7	0	41	18	0	24	234	43	6	0	1147	
	# Staff=	2	1	6	7	8	1	28	12	16	110	120	(10)
Comm. Cnslt. Education & Prevention	% Hours=	1.2%	.0%	.0%	.0%	4.5%	.0%	.8%	1.5%	1.1%	.3%	.6%	
	# Hours=	1	0	0	0	15	0	9	7	7	15	30	
	# Staff=	2	1	6	7	8	1	28	12	16	110	120	(10)
Providing Training	% Hours=	2.5%	.0%	5.0%	.0%	3.6%	.0%	3.3%	1.7%	1.8%	.0%	1.2%	
	# Hours=	2	0	11	0	12	0	37	8	12	1	58	
	# Staff=	2	1	6	7	8	1	28	12	16	110	120	(10)
Receiving Training	% Hours=	5.0%	.0%	1.4%	.4%	1.5%	2.5%	2.5%	1.3%	.6%	.1%	1.8%	
	# Hours=	4	0	3	1	5	1	28	6	4	3	86	
	# Staff=	2	1	6	7	8	1	28	12	16	110	120	(10)
Program Evaluation & Research	% Hours=	5.0%	37.5%	10.0%	8.5%	2.7%	.0%	4.8%	3.8%	8.9%	2.8%	2.6%	
	# Hours=	4	15	22	22	9	0	54	18	59	120	123	
	# Staff=	2	1	6	7	8	1	28	12	16	110	120	(10)
Admin.	% Hours=	25.0%	25.0%	18.2%	.0%	5.4%	.0%	15.3%	1.9%	39.4%	.5%	1.4%	
	# Hours=	20	10	40	0	18	0	174	9	260	21	68	
	# Staff=	2	1	6	7	8	1	28	12	16	110	120	(10)
Support Services	% Hours=	.0%	.0%	4.5%	.8%	1.2%	.0%	4.1%	1.3%	45.0%	87.8%	6.0%	
	# Hours=	0	0	10	2	4	0	47	6	297	3775	290	
	# Staff=	2	1	6	7	8	1	28	12	16	110	120	(10)
Work Related Travel	% Hours=	.0%	.0%	.0%	.4%	1.8%	.0%	.6%	2.1%	.3%	.1%	.5%	
	# Hours=	0	0	0	1	6	0	7	10	2	5	22	
	# Staff=	2	1	6	7	8	1	28	12	16	110	120	(10)
On Leave, on Vacation, or Sick	% Hours=	.0%	.0%	3.6%	.0%	.0%	.0%	7.8%	8.4%	1.2%	8.4%	6.5%	
	# Hours=	0	0	8	0	0	0	88	40	8	359	314	
	# Staff=	2	1	6	7	8	1	28	12	16	110	120	(10)
Total	% Hours=	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	
	# Hours=	80	40	220	260	335	40	1135	475	660	4299	4808	
	# Staff=	2	1	6	7	8	1	28	12	16	110	120	(10)

TABLE 6c
COLORADO

Activity Hours as a Percent of Total Activity Hours by Type of Staff For Female Respondents from State Hospitals in Colorado

Type of Activity		Psychiat.	Ph.D. Psychs.	M.A. Psychs.	B.A. Psychs.	M.S.W. Social Workers	B.A. Social Workers	Nurses	Psych. Techs.	Support	Admin.	Other	Missing Activity Data
Mental Health Treatment	% Hours=	72.7%	42.7%	71.5%	52.9%	31.6%	54.4%	34.9%	68.2%	.0%	.0%	14.8%	
	# Hours=	40	32	88	253	66	80	637	595	0	0	2175	
	# Staff=	1	2	3	13	5	3	45	24	0	0	380	(69)
Physical Health Treatment	% Hours=	.0%	.0%	.0%	.0%	7.7%	.7%	23.8%	3.1%	.0%	.0%	6.7%	
	# Hours=	0	0	0	0	16	1	434	27	0	0	991	
	# Staff=	1	2	3	13	5	3	45	24	0	0	380	(69)
Comm. Cnslt. Education & Prevention	% Hours=	14.5%	20.0%	2.4%	.0%	18.2%	.0%	1.2%	1.5%	.0%	.0%	.5%	
	# Hours=	8	15	3	0	38	0	22	13	0	0	70	
	# Staff=	1	2	3	13	5	3	45	24	0	0	380	(69)
Providing Training	% Hours=	.0%	16.0%	.0%	5.2%	3.3%	10.2%	7.3%	1.9%	.0%	.0%	1.4%	
	# Hours=	0	12	0	25	7	15	133	17	0	0	202	
	# Staff=	1	2	3	13	5	3	45	24	0	0	380	(69)
Receiving Training	% Hours=	.0%	.0%	.0%	4.0%	10.0%	.0%	1.7%	2.6%	.0%	.0%	1.8%	
	# Hours=	0	0	0	19	21	0	31	23	0	0	264	
	# Staff=	1	2	3	13	5	3	45	24	0	0	380	(69)
Program Evaluation & Research	% Hours=	.0%	4.0%	.0%	13.2%	.5%	.0%	6.7%	.1%	.0%	.0%	1.3%	
	# Hours=	0	3	0	63	1	0	122	1	0	0	194	
	# Staff=	1	2	3	13	5	3	45	24	0	0	380	(69)
Admin.	% Hours=	1.8%	2.7%	8.9%	9.8%	6.2%	10.2%	14.0%	7.5%	.0%	.0%	4.4%	
	# Hours=	1	2	11	47	13	15	255	65	0	0	648	
	# Staff=	1	2	3	13	5	3	45	24	0	0	380	(69)
Support Services	% Hours=	5.5%	.0%	12.2%	7.5%	7.2%	2.7%	4.2%	5.4%	.0%	.0%	61.3%	
	# Hours=	3	0	15	36	15	4	76	47	0	0	9023	
	# Staff=	1	2	3	13	5	3	45	24	0	0	380	(69)
Work Related Travel	% Hours=	5.5%	1.3%	3.3%	7.1%	13.9%	.0%	4.0%	2.2%	.0%	.0%	1.7%	
	# Hours=	3	1	4	34	29	0	73	19	0	0	246	
	# Staff=	1	2	3	13	5	3	45	24	0	0	380	(69)
On Leave, on Vacation, or Sick	% Hours=	.0%	13.3%	1.6%	.2%	1.4%	21.8%	2.2%	7.5%	.0%	.0%	6.1%	
	# Hours=	0	10	2	1	3	32	41	65	0	0	904	
	# Staff=	1	2	3	13	5	3	45	24	0	0	380	(69)
Total	% Hours=	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	
	# Hours=	55	75	123	478	209	147	1824	872	0	0	14717	
	# Staff=	1	2	3	13	5	3	45	24	0	0	380	(69)

* Colorado's state hospital administration and support staff are included in the "Other" category due to missing job function data.

TABLE 6d
HAWAII

Activity Hours as a Percent of Total Activity Hours by Type of Staff
For Female Respondents from State Hospitals in Hawaii

Type of Activity		Psychiat.	Ph.D. Psychs.	M.A. Psychs.	B.A. Psychs.	M.S.W. Social Workers	B.A. Social Workers	Nurses	Psych. Techs.	Support	Admin.	Other	Missing Activity Data
Mental Health Treatment	% Hours=	.0%	.0%	80.0%	63.6%	40.5%	44.4%	39.5%	.0%	11.1%	1.6%	50.8%	
	# Hours=	0	0	32	136	30	24	118	0	62	16	1013	
	# Staff=	0	0	1	6	2	1	10	0	15	27	73	(37)
Physical Health Treatment	% Hours=	.0%	.0%	.0%	.0%	.0%	18.5%	4.3%	.0%	5.9%	.0%	12.8%	
	# Hours=	0	0	0	0	0	10	13	0	33	0	256	
	# Staff=	0	0	1	6	2	1	10	0	15	27	73	(37)
Comm. Cnslt. Education & Prevention	% Hours=	.0%	.0%	.0%	2.3%	25.7%	.0%	1.3%	.0%	1.1%	.2%	1.4%	
	# Hours=	0	0	0	5	19	0	4	0	6	2	28	
	# Staff=	0	0	1	6	2	1	10	0	15	27	73	(37)
Providing Training	% Hours=	.0%	.0%	.0%	1.4%	5.4%	.0%	3.3%	.0%	4.1%	4.5%	2.4%	
	# Hours=	0	0	0	3	4	0	10	0	23	44	48	
	# Staff=	0	0	1	6	2	1	10	0	15	27	73	(37)
Receiving Training	% Hours=	.0%	.0%	.0%	2.8%	1.4%	7.4%	2.0%	.0%	1.4%	.9%	2.2%	
	# Hours=	0	0	0	6	1	4	6	0	8	9	43	
	# Staff=	0	0	1	6	2	1	10	0	15	27	73	(37)
Program Evaluation & Research	% Hours=	.0%	.0%	.0%	6.5%	.0%	7.4%	3.3%	.0%	4.3%	1.9%	2.8%	
	# Hours=	0	0	0	14	0	4	10	0	24	19	56	
	# Staff=	0	0	1	6	2	1	10	0	15	27	73	(37)
Admin.	% Hours=	.0%	.0%	.0%	2.3%	8.1%	.0%	20.4%	.0%	12.3%	1.0%	1.0%	
	# Hours=	0	0	0	5	6	0	61	0	69	10	19	
	# Staff=	0	0	1	6	2	1	10	0	15	27	73	(37)
Support Services	% Hours=	.0%	.0%	.0%	8.9%	17.6%	7.4%	20.1%	.0%	58.2%	88.9%	21.7%	
	# Hours=	0	0	0	19	13	4	60	0	326	871	432	
	# Staff=	0	0	1	6	2	1	10	0	15	27	73	(37)
Work Related Travel	% Hours=	.0%	.0%	.0%	2.3%	1.4%	14.8%	.3%	.0%	.0%	.1%	1.1%	
	# Hours=	0	0	0	5	1	8	1	0	0	1	22	
	# Staff=	0	0	1	6	2	1	10	0	15	27	73	(37)
On Leave, on Vacation, or Sick	% Hours=	.0%	.0%	20.0%	9.8%	.0%	.0%	5.4%	.0%	1.6%	.8%	3.9%	
	# Hours=	0	0	8	21	0	0	16	0	9	8	78	
	# Staff=	0	0	1	6	2	1	10	0	15	27	73	(37)
Total	% Hours=	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	
	# Hours=	0	0	40	214	74	54	299	0	560	980	1995	
	# Staff=	0	0	1	6	2	1	10	0	15	27	73	(37)

TABLE 6e
IDAHO

Activity Hours as a Percent of Total Activity Hours by Type of Staff For Female Respondents from State Hospitals in Idaho

Type of Activity		Psychiat.	Ph.D. Psychs.	M.A. Psychs.	B.A. Psychs.	M.S.W. Social Workers	B.A. Social Workers	Nurses	Psych. Techs.	Support	Admin.	Other	Missing Activity Data
Mental Health Treatment	% Hours=	.0%	.0%	.0%	100.0%	87.5%	96.9%	64.8%	100.0%	5.3%	.0%	50.7%	
	# Hours=	0	0	0	40	35	155	57	40	3	0	587	
	# Staff=	0	0	0	1	1	4	2	1	2	41	32	(15)
Physical Health Treatment	% Hours=	.0%	.0%	.0%	.0%	.0%	.6%	22.7%	.0%	10.5%	.0%	26.9%	
	# Hours=	0	0	0	0	0	1	20	0	6	0	311	
	# Staff=	0	0	0	1	1	4	2	1	2	41	32	(15)
Comm. Cnslt. Education & Prevention	% Hours=	.0%	.0%	.0%	.0%	5.0%	.0%	.0%	.0%	.0%	.0%	.6%	
	# Hours=	0	0	0	0	2	0	0	0	0	0	7	
	# Staff=	0	0	0	1	1	4	2	1	2	41	32	(15)
Providing Training	% Hours=	.0%	.0%	.0%	.0%	2.5%	.0%	.0%	.0%	3.5%	3.0%	3.2%	
	# Hours=	0	0	0	0	1	0	0	0	2	47	37	
	# Staff=	0	0	0	1	1	4	2	1	2	41	32	(15)
Receiving Training	% Hours=	.0%	.0%	.0%	.0%	2.5%	.0%	.0%	.0%	.0%	.1%	2.2%	
	# Hours=	0	0	0	0	1	0	0	0	0	1	25	
	# Staff=	0	0	0	1	1	4	2	1	2	41	32	(15)
Program Evaluation & Research	% Hours=	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	1.8%	.4%	.9%	
	# Hours=	0	0	0	0	0	0	0	0	1	6	10	
	# Staff=	0	0	0	1	1	4	2	1	2	41	32	(15)
Admin.	% Hours=	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	5.3%	1.5%	1.1%	
	# Hours=	0	0	0	0	0	0	0	0	3	23	13	
	# Staff=	0	0	0	1	1	4	2	1	2	41	32	(15)
Support Services	% Hours=	.0%	.0%	.0%	.0%	2.5%	.0%	9.1%	.0%	73.7%	87.5%	10.1%	
	# Hours=	0	0	0	0	1	0	8	0	42	1364	117	
	# Staff=	0	0	0	1	1	4	2	1	2	41	32	(15)
Work Related Travel	% Hours=	.0%	.0%	.0%	.0%	.0%	.0%	3.4%	.0%	.0%	.1%	.2%	
	# Hours=	0	0	0	0	0	0	3	0	0	1	2	
	# Staff=	0	0	0	1	1	4	2	1	2	41	32	(15)
On Leave, on Vacation, or Sick	% Hours=	.0%	.0%	.0%	.0%	.0%	2.5%	.0%	.0%	.0%	7.5%	4.1%	
	# Hours=	0	0	0	0	0	4	0	0	0	117	48	
	# Staff=	0	0	0	1	1	4	2	1	2	41	32	(15)
Total	% Hours=	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	
	# Hours=	0	0	0	40	40	160	88	40	57	1559	1157	
	# Staff=	0	0	0	1	1	4	2	1	2	41	32	(15)

TABLE 6f
MONTANA

Activity Hours as a Percent of Total Activity Hours by Type of Staff
For Female Respondents from State Hospitals in Montana

Type of Activity		Psychiat.	Ph.D. Psychs.	M.A. Psychs.	B.A. Psychs.	M.S.W. Social Workers	B.A. Social Workers	Nurses	Psych. Techs.	Support	Admin.	Other	Missing Activity Data
Mental Health Treatment	% Hours=	.0%	.0%	68.8%	86.8%	.0%	.0%	18.1%	.0%	3.5%	.3%	34.4%	
	# Hours=	0	0	33	33	0	0	30	0	11	2	466	
	# Staff=	0	0	2	1	1	0	5	0	8	20	39	(12)
Physical Health Treatment	% Hours=	.0%	.0%	.0%	.0%	.0%	.0%	53.6%	.0%	1.3%	8.2%	38.2%	
	# Hours=	0	0	0	0	0	0	89	0	4	62	518	
	# Staff=	0	0	2	1	1	0	5	0	8	20	39	(12)
Comm. Cnslt. Education & Prevention	% Hours=	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	2.5%	.0%	.9%	
	# Hours=	0	0	0	0	0	0	0	0	8	0	12	
	# Staff=	0	0	2	1	1	0	5	0	8	20	39	(12)
Providing Training	% Hours=	.0%	.0%	10.4%	.0%	.0%	.0%	3.6%	.0%	7.3%	.3%	.4%	
	# Hours=	0	0	5	0	0	0	6	0	23	2	6	
	# Staff=	0	0	2	1	1	0	5	0	8	20	39	(12)
Receiving Training	% Hours=	.0%	.0%	2.1%	.0%	50.0%	.0%	1.2%	.0%	2.2%	.4%	1.5%	
	# Hours=	0	0	1	0	16	0	2	0	7	3	21	
	# Staff=	0	0	2	1	1	0	5	0	8	20	39	(12)
Program Evaluation & Research	% Hours=	.0%	.0%	4.2%	5.3%	.0%	.0%	7.8%	.0%	6.0%	.0%	2.1%	
	# Hours=	0	0	2	2	0	0	13	0	19	0	28	
	# Staff=	0	0	2	1	1	0	5	0	8	20	39	(12)
Admin.	% Hours=	.0%	.0%	14.6%	7.9%	.0%	.0%	7.2%	.0%	34.1%	12.1%	1.6%	
	# Hours=	0	0	7	3	0	0	12	0	108	92	22	
	# Staff=	0	0	2	1	1	0	5	0	8	20	39	(12)
Support Services	% Hours=	.0%	.0%	.0%	.0%	.0%	.0%	7.8%	.0%	32.8%	78.8%	16.0%	
	# Hours=	0	0	0	0	0	0	13	0	104	598	217	
	# Staff=	0	0	2	1	1	0	5	0	8	20	39	(12)
Work Related Travel	% Hours=	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.3%	.0%	3.7%	
	# Hours=	0	0	0	0	0	0	0	0	1	0	50	
	# Staff=	0	0	2	1	1	0	5	0	8	20	39	(12)
On Leave, on Vacation, or Sick	% Hours=	.0%	.0%	.0%	.0%	50.0%	.0%	.6%	.0%	10.1%	.0%	1.2%	
	# Hours=	0	0	0	0	16	0	1	0	32	0	16	
	# Staff=	0	0	2	1	1	0	5	0	8	20	39	(12)
Total	% Hours=	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	
	# Hours=	0	0	48	38	32	0	166	0	317	759	1356	
	# Staff=	0	0	2	1	1	0	5	0	8	20	39	(12)

TABLE 6g
NEW MEXICO

Activity Hours as a Percent of Total Activity Hours by Type of Staff
For Female Respondents from State Hospitals in New Mexico

Type of Activity		Psychiat.	Ph.D. Psychs.	M.A. Psychs.	B.A. Psychs.	M.S.W. Social Workers	B.A. Social Workers	Nurses	Psych. Techs.	Support	Admin.	Other	Missing Activity Data
Mental Health Treatment	% Hours=	.0%	.0%	.0%	72.5%	.0%	.0%	25.0%	.0%	1.8%	.0%	73.2%	
	# Hours=	0	0	0	58	0	0	10	0	4	0	1419	
	# Staff=	0	0	0	2	0	0	1	0	6	19	50	(6)
Physical Health Treatment	% Hours=	.0%	.0%	.0%	.0%	.0%	.0%	30.0%	.0%	.0%	.0%	12.0%	
	# Hours=	0	0	0	0	0	0	12	0	0	0	232	
	# Staff=	0	0	0	2	0	0	1	0	6	19	50	(6)
Comm. Cnslt. Education & Prevention	% Hours=	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.5%	.0%	1.3%	
	# Hours=	0	0	0	0	0	0	0	0	1	0	26	
	# Staff=	0	0	0	2	0	0	1	0	6	19	50	(6)
Providing Training	% Hours=	.0%	.0%	.0%	6.3%	.0%	.0%	25.0%	.0%	7.7%	.7%	1.6%	
	# Hours=	0	0	0	5	0	0	10	0	17	5	31	
	# Staff=	0	0	0	2	0	0	1	0	6	19	50	(6)
Receiving Training	% Hours=	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	7.3%	.0%	.9%	
	# Hours=	0	0	0	0	0	0	0	0	16	0	18	
	# Staff=	0	0	0	2	0	0	1	0	6	19	50	(6)
Program Evaluation & Research	% Hours=	.0%	.0%	.0%	1.2%	.0%	.0%	5.0%	.0%	4.5%	.0%	1.2%	
	# Hours=	0	0	0	1	0	0	2	0	10	0	24	
	# Staff=	0	0	0	2	0	0	1	0	6	19	50	(6)
Admin.	% Hours=	.0%	.0%	.0%	12.5%	.0%	.0%	10.0%	.0%	20.5%	2.0%	1.2%	
	# Hours=	0	0	0	10	0	0	4	0	45	15	24	
	# Staff=	0	0	0	2	0	0	1	0	6	19	50	(6)
Support Services	% Hours=	.0%	.0%	.0%	.0%	.0%	.0%	5.0%	.0%	55.0%	91.7%	5.9%	
	# Hours=	0	0	0	0	0	0	2	0	121	674	115	
	# Staff=	0	0	0	2	0	0	1	0	6	19	50	(6)
Work Related Travel	% Hours=	.0%	.0%	.0%	1.2%	.0%	.0%	.0%	.0%	2.7%	1.1%	1.1%	
	# Hours=	0	0	0	1	0	0	0	0	6	8	22	
	# Staff=	0	0	0	2	0	0	1	0	6	19	50	(6)
On Leave, on Vacation, or Sick	% Hours=	.0%	.0%	.0%	6.3%	.0%	.0%	.0%	.0%	.0%	4.5%	1.4%	
	# Hours=	0	0	0	5	0	0	0	0	0	33	28	
	# Staff=	0	0	0	2	0	0	1	0	6	19	50	(6)
Total	% Hours=	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	
	# Hours=	0	0	0	80	0	0	40	0	220	735	1939	
	# Staff=	0	0	0	2	0	0	1	0	6	19	50	(6)

TABLE 6h
UTAH

Activity Hours as a Percent of Total Activity Hours by Type of Staff For Female Respondents from State Hospitals in Utah

Type of Activity		Psychiat.	Ph.D. Psychs.	M.A. Psychs.	B.A. Psychs.	M.S.W. Social Workers	B.A. Social Workers	Nurses	Psych. Techs.	Support	Admin.	Other	Missing Activity Data
Mental Health Treatment	% Hours=	82.2%	65.0%	100.0%	100.0%	69.6%	70.4%	32.5%	46.6%	11.4%	1.3%	51.3%	
	# Hours=	37	26	40	62	195	95	222	54	60	14	1286	
	# Staff=	1	1	1	2	7	4	19	3	13	29	66	(3)
Physical Health Treatment	% Hours=	6.7%	.0%	.0%	.0%	.0%	15.6%	37.1%	9.5%	1.1%	2.8%	19.8%	
	# Hours=	3	0	0	0	0	21	254	11	6	30	497	
	# Staff=	1	1	1	2	7	4	19	3	13	29	66	(3)
Comm. Cnslt. Education & Prevention	% Hours=	.0%	5.0%	.0%	.0%	5.0%	.0%	.0%	.0%	.0%	.4%	1.4%	
	# Hours=	0	2	0	0	14	0	0	0	0	4	36	
	# Staff=	1	1	1	2	7	4	19	3	13	29	66	(3)
Providing Training	% Hours=	.0%	5.0%	.0%	.0%	.0%	.0%	2.3%	1.7%	.6%	.2%	3.9%	
	# Hours=	0	2	0	0	0	0	16	2	3	2	99	
	# Staff=	1	1	1	2	7	4	19	3	13	29	66	(3)
Receiving Training	% Hours=	.0%	.0%	.0%	.0%	.0%	.0%	1.3%	19.8%	3.8%	.8%	5.1%	
	# Hours=	0	0	0	0	0	0	9	23	20	9	129	
	# Staff=	1	1	1	2	7	4	19	3	13	29	66	(3)
Program Evaluation & Research	% Hours=	4.4%	15.0%	.0%	.0%	.0%	.0%	3.2%	1.7%	1.9%	1.7%	2.2%	
	# Hours=	2	6	0	0	0	0	22	2	10	18	56	
	# Staff=	1	1	1	2	7	4	19	3	13	29	66	(3)
Admin.	% Hours=	6.7%	10.0%	.0%	.0%	20.0%	.0%	3.8%	12.1%	12.4%	2.2%	1.7%	
	# Hours=	3	4	0	0	56	0	26	14	65	24	42	
	# Staff=	1	1	1	2	7	4	19	3	13	29	66	(3)
Support Services	% Hours=	.0%	.0%	.0%	.0%	3.9%	14.1%	10.1%	6.9%	68.2%	88.3%	6.7%	
	# Hours=	0	0	0	0	11	19	69	8	358	949	169	
	# Staff=	1	1	1	2	7	4	19	3	13	29	66	(3)
Work Related Travel	% Hours=	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	
	# Hours=	0	0	0	0	0	0	0	0	0	0	0	
	# Staff=	0	0	0	0	0	0	0	0	0	0	0	(149)
On Leave, on Vacation, or Sick	% Hours=	.0%	.0%	.0%	.0%	1.4%	.0%	9.6%	1.7%	.6%	2.3%	7.7%	
	# Hours=	0	0	0	0	4	0	66	2	3	25	194	
	# Staff=	1	1	1	2	7	4	19	3	13	29	66	(3)
Total	% Hours=	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	
	# Hours=	45	40	40	62	280	135	684	116	525	1075	2508	
	# Staff=	1	1	1	2	7	4	19	3	13	29	66	(3)

TABLE 7a
ALASKA

Average Fulltime Salary by Type of Staff and Gender For CMHCs and State Hospitals in Alaska

Gender	Total	Psychiat.	Ph.D. Psychs.	M.A. Psychs.	B.A. Psychs.	M.S.W. Social Workers	B.A. Social Workers	Nurses	Psych. Techs.	Support	Admin.	Other
CMHCs												
Males												
Number of Staff	49	0	11	10	3	6	0	1	0	3	1	14
Mean Midsalary Range	28735	-	38636	32500	30000	36667	-	15000	-	33333	20000	15214
Females												
Number of Staff	74	0	2	6	2	6	1	4	0	3	26	24
Mean Midsalary Range	19541	-	45000	31667	27500	33333	25000	20000	-	13833	15827	14708
State Hospitals												
Males												
Number of Staff	30	0	0	4	0	2	0	1	0	2	5	16
Mean Midsalary Range	24883	-	-	32500	-	42500	-	25000	-	40000	25000	18844
Females												
Number of Staff	42	0	1	1	2	1	0	2	0	2	16	17
Mean Midsalary Range	23167	-	40000	45000	30000	45000	-	25000	-	32500	17688	22647

TABLE 7b
ARIZONA

Average Fulltime Salary by Type of Staff and Gender For CMHCs and State Hospitals in Arizona

Gender	Total	Psychiat.	Ph.D. Psychs.	M.A. Psychs.	B.A. Psychs.	M.S.W. Social Workers	B.A. Social Workers	Nurses	Psych. Techs.	Support	Admin.	Other
CMHCs												
Males												
Number of Staff	491	25	48	84	33	60	19	3	3	51	36	129
Mean Midsalary Range	17413	35120	25417	18292	14136	21500	12342	15000	13333	19245	9903	11640
Females												
Number of Staff	707	8	13	76	36	60	25	25	7	81	229	147
Mean Midsalary Range	12702	29375	23077	16000	12125	18333	10300	16720	10714	13827	9670	10935
State Hospitals												
Males												
Number of Staff	220	8	3	5	12	2	1	2	7	12	102	66
Mean Midsalary Range	17098	50000	31667	16000	13750	25000	20000	22500	14286	29167	13088	16992
Females												
Number of Staff	306	2	1	5	6	8	2	28	11	16	103	124
Mean Midsalary Range	14498	47500	35000	18000	12500	21250	10000	19643	14545	16250	11422	14556

TABLE 7c
COLORADO

Average Fulltime Salary by Type of Staff and Gender For CMHCs and State Hospitals in Colorado

Gender	Total	Psychiat.	Ph.D. Psychs.	M.A. Psychs.	B.A. Psychs.	M.S.W. Social Workers	B.A. Social Workers	Nurses	Psych. Techs.	Support	Admin.	Other
CMHCs												
Males												
Number of Staff	435	26	68	82	35	83	7	7	13	29	30	55
Mean Midsalary Range	21999	40962	27500	19159	15643	24735	13286	19286	17808	26379	13983	14891
Females												
Number of Staff	775	2	23	66	58	77	17	67	23	75	238	129
Mean Midsalary Range	14855	47500	22304	17515	13302	19383	8353	20291	15500	15800	12141	12031
State Hospitals												
Males												
Number of Staff	334	11	16	9	11	29	1	11	13	0	0	233
Mean Midsalary Range	23710	44091	33438	26667	24545	31034	15000	25909	19231	-	-	21197
Females												
Number of Staff	502	1	1	3	16	6	4	57	30	0	0	384
Mean Midsalary Range	18368	30000	35000	25000	20719	26667	18750	22395	19100	-	-	17355

* Colorado's state hospital administration and support staff are included in the "Other" category due to missing job function data.

TABLE 7d
HAWAII

Average Fulltime Salary by Type of Staff and Gender For CMHCs and State Hospitals in Hawaii

Gender	Total	Psychiat.	Ph.D. Psychs.	M.A. Psychs.	B.A. Psychs.	M.S.W. Social Workers	B.A. Social Workers	Nurses	Psych. Techs.	Support	Admin.	Other
CMHCs												
Males												
Number of Staff	96	25	20	3	7	18	1	1	0	2	3	16
Mean Midsalary Range	23641	38600	25500	11667	15714	18056	1500	20000	-	27500	15000	12688
Females												
Number of Staff	211	2	9	4	10	24	4	10	2	30	27	89
Mean Midsalary Range	15348	32500	25000	13750	13650	17500	10750	19000	15000	13433	12407	15011
State Hospitals												
Males												
Number of Staff	119	6	3	0	2	6	0	1	1	2	28	70
Mean Midsalary Range	13845	26333	30000	-	12500	19167	-	15000	10000	22500	13036	11779
Females												
Number of Staff	156	1	0	1	4	2	1	12	0	18	29	88
Mean Midsalary Range	13795	40000	-	15000	15000	20000	15000	16667	-	15556	12983	12790

TABLE 7e
IDAHO

Average Fulltime Salary by Type of Staff and Gender For CMHCs and State Hospitals in Idaho

Gender	Total	Psychiat.	Ph.D. Psychs.	M.A. Psychs.	B.A. Psychs.	M.S.W. Social Workers	B.A. Social Workers	Nurses	Psych. Techs.	Support	Admin.	Other
CMHCs												
Males												
Number of Staff	56	0	13	16	6	19	2	0	0	0	0	0
Mean Midsalary Range	23929	-	25385	22813	21667	25000	20000	-	-	-	-	100
Females												
Number of Staff	48	0	1	3	3	3	2	4	1	1	26	4
Mean Midsalary Range	14583	-	20000	21667	21667	21667	15000	21250	20000	10000	10962	13750
State Hospitals												
Males												
Number of Staff	58	2	2	1	1	5	2	1	0	2	23	19
Mean Midsalary Range	16724	47500	27500	20000	20000	26000	15000	15000	-	17500	13478	13684
Females												
Number of Staff	92	0	0	0	1	1	4	3	1	2	42	38
Mean Midsalary Range	12772	-	-	-	15000	20000	16250	18333	10000	12500	11905	12763

TABLE 7f
NEW MEXICO

Average Fulltime Salary by Type of Staff and Gender For CMHCs and State Hospitals in New Mexcio

Gender	Total	Psychiat.	Ph.D. Psychs.	M.A. Psychs.	B.A. Psychs.	M.S.W. Social Workers	B.A. Social Workers	Nurses	Psych. Techs.	Support	Admin.	Other
CMHCs												
Males												
Number of Staff	120	3	5	20	10	3	1	1	0	15	13	49
Mean Midsalary Range	17750	50000	30000	17500	16500	26667	10000	20000	-	20667	17308	13673
Females												
Number of Staff	195	0	0	22	16	5	2	7	1	31	41	70
Mean Midsalary Range	13615	-	-	16818	13125	16000	15000	20000	10000	14355	11951	12571
State Hospitals												
Males												
Number of Staff	60	0	1	0	0	1	0	2	0	2	13	41
Mean Midsalary Range	12417	-	35000	-	-	15000	-	17500	-	22500	13846	10610
Females												
Number of Staff	78	0	0	1	2	0	0	1	0	8	19	47
Mean Midsalary Range	11410	-	-	15000	20000	-	-	20000	-	13125	10789	10745

TABLE 7g
UTAH

Average Fulltime Salary by Type of Staff and Gender For CMHCs and State Hospitals in Utah

Gender	Total	Psychiat.	Ph.D. Psychs.	M.A. Psychs.	B.A. Psychs.	M.S.W. Social Workers	B.A. Social Workers	Nurses	Psych. Techs.	Support	Admin.	Other
CMHCs												
Males												
Number of Staff	216	11	37	34	24	44	5	1	8	12	13	27
Mean Midsalary Range	23021	46818	28514	21912	17500	25489	5900	20000	13125	26250	14231	17093
Females												
Number of Staff	258	1	5	14	26	38	15	17	5	33	56	48
Mean Midsalary Range	13085	25000	20000	15464	12135	18184	9933	17147	11000	11258	11188	11135
State Hospitals												
Males												
Number of Staff	117	0	3	2	5	16	1	2	3	4	34	47
Mean Midsalary Range	14030	-	31667	25000	10000	23750	10000	20000	8333	23750	13426	9362
Females												
Number of Staff	130	1	1	1	1	7	3	14	4	13	26	59
Mean Midsalary Range	11612	50000	25000	5000	5000	20000	11667	16429	11250	11923	8904	9966

TABLE 8a
ALASKA

Average Number of Clients Per FTE by Type of Staff and Gender
For CMHCs and State Hospitals in Alaska

Gender	Total	Psychiat.	Ph.D. Psychs.	M.A. Psychs.	B.A. Psychs.	M.S.W. Social Workers	B.A. Social Workers	Nurses	Psych. Techs.	Support	Admin.	Other
CMHCs												
Males												
Av. Number of Clients	15.0	-	16.5	14.2	15.5	20.7	-	16.0	-	-	-	9.3
Number of FTEs	35.8	.0	10.2	9.0	2.0	6.0	.0	1.0	.0	.0	.0	7.6
Females												
Av. Number of Clients	17.5	-	12.0	18.2	26.4	15.9	-	8.5	-	-	-	20.1
Number of FTEs	31.6	.0	2.0	6.5	2.5	5.6	.0	4.0	.0	.0	.0	11.0
State Hospitals												
Males												
Av. Number of Clients	26.8	21.7	-	28.5	-	15.5	-	-	-	20.0	-	29.8
Number of FTEs	22.5	3.0	.0	4.0	.0	2.0	.0	.0	.0	1.0	.0	12.5
Females												
Av. Number of Clients	27.6	-	38.5	24.0	20.0	-	9.0	27.5	-	-	24.0	29.1
Number of FTEs	20.7	.0	2.0	2.0	2.0	.0	.7	2.0	.0	.0	1.0	11.0

TABLE 8b
ARIZONA

Average Number of Clients Per FTE by Type of Staff and Gender For CMHCs and State Hospitals in Arizona

Gender	Total	Psychiat.	Ph.D. Psychs.	M.A. Psychs.	B.A. Psychs.	M.S.W. Social Workers	B.A. Social Workers	Nurses	Psych. Techs.	Support	Admin.	Other
CMHCs												
Males												
Av. Number of Clients	20.2	24.6	18.8	20.3	18.0	16.7	27.8	15.0	16.9	11.4	13.0	22.0
Number of FTEs	320.5	17.2	41.4	68.3	20.6	45.4	13.0	2.0	2.9	8.5	1.0	100.5
Females												
Av. Number of Clients	20.7	46.5	20.4	20.1	19.9	20.8	18.7	22.0	23.2	13.3	8.0	20.3
Number of FTEs	315.4	6.2	12.8	56.9	21.8	55.3	18.7	19.7	5.0	3.8	2.0	113.3
State Hospitals												
Males												
Av. Number of Clients	31.5	23.7	26.7	29.3	32.0	24.0	-	26.5	32.2	16.3	-	34.2
Number of FTEs	88.4	6.0	3.0	3.0	11.5	2.0	.0	2.0	5.0	4.0	.0	51.9
Females												
Av. Number of Clients	33.5	40.0	30.0	49.3	33.5	24.2	46.5	31.3	29.4	60.0	-	33.8
Number of FTEs	138.6	2.0	1.0	3.0	6.0	6.0	2.0	20.8	8.8	1.0	.0	88.0

TABLE 8c
COLORADO

Average Number of Clients Per FTE by Type of Staff and Gender For CMHCs and State Hospitals in Colorado

Gender	Total	Psychiat.	Ph.D. Psychs.	M.A. Psychs.	B.A. Psychs.	M.S.W. Social Workers	B.A. Social Workers	Nurses	Psych. Techs.	Support	Admin.	Other
CMHCs												
Males												
Av. Number of Clients	20.8	19.7	16.2	24.6	20.8	19.0	19.4	20.8	23.5	15.4	10.0	25.5
Number of FTEs	332.7	31.2	60.7	70.8	27.0	66.3	4.0	6.0	11.0	8.0	1.7	46.0
Females												
Av. Number of Clients	21.8	18.9	17.1	17.4	19.8	19.6	19.4	26.2	27.0	16.2	11.5	25.7
Number of FTEs	399.1	3.7	22.8	61.8	41.2	72.2	11.5	60.6	19.7	5.0	5.7	95.0
State Hospitals												
Males												
Av. Number of Clients	22.7	36.1	18.8	19.8	16.7	15.3	-	15.3	22.3	-	-	27.1
Number of FTEs	101.5	7.5	10.0	6.0	7.0	14.0	.0	9.0	10.0	.0	.0	38.0
Females												
Av. Number of Clients	26.2	2.0	8.1	15.7	30.0	39.1	21.8	29.7	24.4	-	-	25.2
Number of FTEs	163.1	1.0	1.6	3.0	11.0	4.5	4.0	36.0	23.2	.0	.0	78.8

* Colorado's state hospital administration and support staff are included in the "Other" category due to missing job function data.

TABLE 8d
HAWAII

Average Number of Clients Per FTE by Type of Staff and Gender For CMHCs and State Hospitals in Hawaii

Gender	Total	Psychiat.	Ph.D. Psychs.	M.A. Psychs.	B.A. Psychs.	M.S.W. Social Workers	B.A. Social Workers	Nurses	Psych. Techs.	Support	Admin.	Other
CMHCs												
Males												
Av. Number of Clients	19.6	21.7	12.7	38.8	10.9	14.8	2.0	4.0	-	-	-	34.5
Number of FTEs	73.6	20.1	18.4	2.5	5.4	14.0	.4	1.0	.0	.0	.0	11.8
Females												
Av. Number of Clients	18.0	26.5	10.4	16.5	11.3	13.0	14.4	24.6	-	16.7	28.0	19.7
Number of FTEs	127.7	1.6	8.0	2.0	5.4	21.5	2.8	8.0	.0	3.0	3.0	72.4
State Hospitals												
Males												
Av. Number of Clients	21.3	17.9	38.3	-	8.0	25.3	-	20.0	12.0	-	56.0	18.4
Number of FTEs	49.3	7.8	3.0	.0	1.0	4.0	.0	1.0	1.0	.0	2.0	29.5
Females												
Av. Number of Clients	19.9	-	-	12.0	21.8	8.5	30.0	20.3	-	14.8	21.0	20.6
Number of FTEs	67.4	.0	.0	1.0	4.4	2.0	1.0	7.0	.0	5.0	2.0	45.1

TABLE 8e
IDAHO

Average Number of Clients Per FTE by Type of Staff and Gender For CMHCs and State Hospitals in Idaho

Gender	Total	Psychiat.	Ph.D. Psychs.	M.A. Psychs.	B.A. Psychs.	M.S.W. Social Workers	B.A. Social Workers	Nurses	Psych. Techs.	Support	Admin.	Other
CMHCs												
Males												
Av. Number of Clients	24.6	4.0	27.0	25.6	26.3	21.3	32.5	-	-	-	-	-
Number of FTEs	53.4	.6	13.0	14.0	6.0	17.7	2.0	.0	.0	.0	.0	.0
Females												
Av. Number of Clients	28.8	-	44.0	27.8	27.0	19.1	36.0	41.7	10.0	-	-	28.9
Number of FTEs	19.6	.0	1.0	2.5	3.0	4.3	2.0	3.0	1.0	.0	.0	2.8
State Hospitals												
Males												
Av. Number of Clients	29.2	20.8	13.5	25.0	60.0	20.0	17.5	30.0	-	-	6.0	36.5
Number of FTEs	27.6	1.6	2.0	1.0	1.0	4.0	2.0	1.0	.0	.0	1.0	14.0
Females												
Av. Number of Clients	31.1	-	-	-	-	26.0	27.8	28.0	32.0	-	-	31.9
Number of FTEs	36.4	.0	.0	.0	.0	1.0	4.0	2.0	1.0	.0	.0	28.4

TABLE 8f
MONTANA

Average Number of Clients Per FTE by Type of Staff and Gender For CMHCs and State Hospitals in Montana

Gender	Total	Psychiat.	Ph.D. Psychs.	M.A. Psychs.	B.A. Psychs.	M.S.W. Social Workers	B.A. Social Workers	Nurses	Psych. Techs.	Support	Admin.	Other
CMHCs												
Males												
Av. Number of Clients	19.9	25.3	19.7	18.7	16.1	23.6	-	-	18.0	-	-	20.6
Number of FTEs	83.5	4.0	17.3	26.0	7.2	9.0	.0	.0	2.0	.0	.0	18.0
Females												
Av. Number of Clients	22.4	-	10.0	20.4	21.8	27.5	27.5	18.8	-	23.0	33.0	23.0
Number of FTEs	59.0	.0	2.0	5.9	9.5	6.0	2.0	7.4	.0	1.0	1.0	24.2
State Hospitals												
Males												
Av. Number of Clients	40.8	70.0	-	11.7	21.6	48.8	19.0	-	-	-	-	46.0
Number of FTEs	20.0	1.0	.0	1.5	2.5	4.0	1.0	.0	.0	.0	.0	10.0
Females												
Av. Number of Clients	50.9	-	-	14.5	-	-	15.0	42.0	-	78.5	10.0	55.7
Number of FTEs	34.6	.0	.0	2.0	.0	.0	1.0	3.0	.0	2.0	1.0	25.6

TABLE 8g
NEW MEXICO

Average Number of Clients Per FTE by Type of Staff and Gender For CMHCs and State Hospitals in New Mexico

Gender	Total	Psychiat.	Ph.D. Psychs.	M.A. Psychs.	B.A. Psychs.	M.S.W. Social Workers	B.A. Social Workers	Nurses	Psych. Techs.	Support	Admin.	Other
CMHCs												
Males												
Av. Number of Clients	15.8	21.4	9.4	13.6	14.9	25.0	-	16.0	-	8.7	3.0	19.5
Number of FTEs	83.7	5.3	5.0	22.0	8.8	3.0	.0	.5	.0	6.0	3.0	30.1
Females												
Av. Number of Clients	17.5	22.0	11.0	17.3	16.3	21.0	11.9	13.4	-	9.0	4.3	20.4
Number of FTEs	120.5	1.3	.5	25.5	17.3	5.8	3.8	8.8	.0	5.0	3.0	49.4
State Hospitals												
Males												
Av. Number of Clients	29.6	-	7.0	-	-	5.0	-	25.0	-	-	-	31.1
Number of FTEs	40.0	.0	1.0	.0	.0	1.0	.0	2.0	.0	.0	.0	36.0
Females												
Av. Number of Clients	25.6	-	-	6.0	14.0	-	-	30.0	-	4.0	48.0	26.5
Number of FTEs	48.6	.0	.0	1.0	2.0	.0	.0	1.0	.0	1.0	1.0	42.6

TABLE 8h
UTAH

Average Number of Clients Per FTE by Type of Staff and Gender For CMHCs and State Hospitals in Utah

Gender	Total	Psychiat.	Ph.D. Psychs.	M.A. Psychs.	B.A. Psychs.	M.S.W. Social Workers	B.A. Social Workers	Nurses	Psych. Techs.	Support	Admin.	Other
CMHCs												
Males												
Av. Number of Clients	22.0	25.3	17.7	20.1	25.1	22.2	36.4	18.0	17.5	-	25.0	24.8
Number of FTEs	183.6	16.3	35.8	31.3	18.5	38.5	3.1	1.0	8.0	.0	7.0	24.0
Females												
Av. Number of Clients	23.5	12.2	10.5	22.9	24.8	25.0	22.8	23.2	40.0	25.3	3.0	22.2
Number of FTEs	148.6	1.0	3.0	11.5	17.7	36.5	12.0	16.3	5.0	4.0	2.0	39.6
State Hospitals												
Males												
Av. Number of Clients	29.5	-	16.0	40.5	22.5	24.1	15.0	59.5	9.3	-	22.5	34.1
Number of FTEs	51.0	.0	1.0	2.0	2.0	14.0	1.0	2.0	3.0	.0	2.0	24.0
Females												
Av. Number of Clients	28.5	64.0	11.0	-	17.1	30.0	17.8	29.2	35.0	22.5	-	29.0
Number of FTEs	51.0	1.0	1.0	.0	1.6	5.0	2.5	7.9	2.0	2.0	.0	28.0

TABLE 9a
ALASKA

Average Percent of Caseload CMI
For CMHCs and State Hospitals in Alaska

Gender	Total	Psychiat.	Ph.D. Psychs.	M.A. Psychs.	B.A. Psychs.	M.S.W. Social Workers	B.A. Social Workers	Nurses	Psych. Techs.	Support	Admin.	Other
CMHCs												
Males												
Av % Caseload CMI	23.7%	-	11.9%	28.9%	6.0%	18.7%	-	-	-	-	-	42.0%
Number of FTEs	32.3	.0	8.7	9.0	2.0	6.0	.0	.0	.0	.0	.0	6.6
Females												
Av % Caseload CMI	17.2%	-	2.5%	19.3%	28.4%	14.8%	-	33.3%	-	-	-	11.9%
Number of FTEs	28.6	.0	2.0	6.5	2.5	5.6	.0	3.0	.0	.0	.0	9.0
State Hospitals												
Males												
Av % Caseload CMI	63.7%	73.3%	-	67.5%	-	75.0%	-	-	-	90.0%	-	57.2%
Number of FTEs	21.5	3.0	.0	4.0	.0	1.0	.0	.0	.0	1.0	.0	12.5
Females												
Av % Caseload CMI	69.5%	-	27.5%	27.5%	82.3%	-	-	67.5%	-	-	75.0%	82.3%
Number of FTEs	20.0	.0	2.0	2.0	2.0	.0	.0	2.0	.0	.0	1.0	11.0

TABLE 9b
ARIZONA

Average Percent of Caseload CMI
For CMHCs and State Hospitals in Arizona

Gender	Total	Psychiat.	Ph.D. Psychs.	M.A. Psychs.	B.A. Psychs.	M.S.W. Social Workers	B.A. Social Workers	Nurses	Psych. Techs.	Support	Admin.	Other
CMHCs												
Males												
Av % Caseload CMI	20.2%	55.1%	16.0%	15.8%	29.3%	28.4%	3.3%	25.0%	39.9%	4.7%	8.0%	15.7%
Number of FTEs	309.5	17.2	40.4	67.3	19.6	45.4	11.0	2.0	2.9	7.5	1.0	95.5
Females												
Av % Caseload CMI	20.3%	62.0%	11.9%	16.0%	13.3%	26.4%	15.4%	29.8%	2.4%	4.2%	.5%	20.6%
Number of FTEs	299.8	5.2	12.8	54.9	20.8	54.0	17.7	19.7	5.0	3.8	2.0	104.0
State Hospitals												
Males												
Av % Caseload CMI	68.6%	95.0%	86.7%	78.0%	69.1%	33.5%	-	85.0%	73.0%	33.3%	-	66.7%
Number of FTEs	83.9	6.0	3.0	3.0	11.5	2.0	.0	2.0	5.0	4.0	.0	47.4
Females												
Av % Caseload CMI	81.3%	82.5%	67.0%	61.7%	82.8%	93.0%	100.0%	76.8%	84.5%	70.0%	-	81.8%
Number of FTEs	133.6	2.0	1.0	3.0	6.0	6.0	2.0	20.8	7.8	1.0	.0	84.0

TABLE 9c
HAWAII

Average Percent of Caseload CMI
For CMHCs and State Hospitals in Hawaii

Gender	Total	Psychiat.	Ph.D. Psychs.	M.A. Psychs.	B.A. Psychs.	M.S.W. Social Workers	B.A. Social Workers	Nurses	Psych. Techs.	Support	Admin.	Other
CMHCs												
Males												
Av % Caseload CMI	48.1%	59.3%	29.8%	42.0%	30.7%	31.3%	100.0%	25.0%	-	-	-	85.2%
Number of FTEs	68.2	20.1	16.4	2.5	5.4	12.0	.4	1.0	.0	.0	.0	10.4
Females												
Av % Caseload CMI	52.7%	84.0%	11.7%	.0%	41.9%	38.4%	13.9%	33.1%	-	96.3%	79.0%	63.7%
Number of FTEs	120.0	1.2	8.0	2.0	5.4	19.5	1.8	8.0	.0	3.0	3.0	68.0
State Hospitals												
Males												
Av % Caseload CMI	55.3%	69.4%	52.0%	-	-	49.3%	-	50.0%	25.0%	-	25.0%	56.0%
Number of FTEs	47.3	7.8	3.0	.0	.0	4.0	.0	1.0	1.0	.0	2.0	28.5
Females												
Av % Caseload CMI	71.6%	-	-	93.0%	90.7%	87.5%	100.0%	50.3%	-	83.4%	85.0%	69.2%
Number of FTEs	57.4	.0	.0	1.0	3.4	2.0	1.0	6.0	.0	5.0	1.0	38.1

TABLE 9d
IDAHO

Average Percent of Caseload CMI For CMHCs and State Hospitals in Idaho

Gender	Total	Psychiat.	Ph.D. Psychs.	M.A. Psychs.	B.A. Psychs.	M.S.W. Social Workers	B.A. Social Workers	Nurses	Psych. Techs.	Support	Admin.	Other
CMHCs												
Males												
Av % Caseload CMI	35.5%	50.0%	34.3%	31.3%	18.8%	35.7%	100.0%	-	-	-	-	-
Number of FTEs	48.4	.6	12.0	14.0	4.0	15.8	2.0	.0	.0	.0	.0	.0
Females												
Av % Caseload CMI	36.3%	-	2.0%	38.0%	25.5%	25.4%	70.0%	52.5%	40.0%	-	-	34.3%
Number of FTEs	17.6	.0	1.0	2.5	2.0	4.3	2.0	2.0	1.0	.0	.0	2.8
State Hospitals												
Males												
Av % Caseload CMI	74.8%	46.2%	29.0%	80.0%	100.0%	82.5%	77.5%	-	-	-	60.0%	81.9%
Number of FTEs	24.6	1.6	2.0	1.0	1.0	4.0	2.0	.0	.0	.0	1.0	12.0
Females												
Av % Caseload CMI	65.6%	-	-	-	-	60.0%	65.0%	100.0%	90.0%	-	-	62.6%
Number of FTEs	36.4	.0	.0	.0	.0	1.0	4.0	2.0	1.0	.0	.0	28.4

TABLE 9e
MONTANA

Average Percent of Caseload CMI For CMHCs and State Hospitals in Montana

Gender	Total	Psychiat.	Ph.D. Psychs.	M.A. Psychs.	B.A. Psychs.	M.S.W. Social Workers	B.A. Social Workers	Nurses	Psych. Techs.	Support	Admin.	Other
CMHCs												
Males												
Av % Caseload CMI	28.6%	35.0%	16.0%	16.4%	44.7%	24.1%	-	-	50.0%	-	-	48.5%
Number of FTEs	80.5	4.0	15.2	26.0	7.2	8.0	.0	.0	2.0	.0	.0	18.0
Females												
Av % Caseload CMI	56.8%	-	5.0%	43.2%	53.4%	39.7%	100.0%	43.4%	-	-	98.0%	68.3%
Number of FTEs	53.2	.0	2.0	4.9	9.5	5.0	2.0	6.8	.0	.0	1.0	22.1
State Hospitals												
Males												
Av % Caseload CMI	80.4%	95.0%	-	66.0%	75.0%	84.6%	75.0%	-	-	-	-	80.7%
Number of FTEs	17.5	1.0	.0	1.0	2.5	4.0	1.0	.0	.0	.0	.0	8.0
Females												
Av % Caseload CMI	73.0%	-	-	35.0%	-	-	40.0%	75.0%	-	100.0%	100.0%	74.0%
Number of FTEs	31.6	.0	.0	2.0	.0	.0	1.0	2.0	.0	2.0	1.0	23.6

TABLE 9f
NEW MEXICO

Average Percent of Caseload CMI
For CMHCs and State Hospitals in New Mexico

Gender	Total	Psychiat.	Ph.D. Psychs.	M.A. Psychs.	B.A. Psychs.	M.S.W. Social Workers	B.A. Social Workers	Nurses	Psych. Techs.	Support	Admin.	Other
CMHCs												
Males												
Av % Caseload CMI	34.7%	24.1%	45.2%	29.9%	45.0%	36.1%	-	-	-	53.0%	.0%	32.2%
Number of FTEs	55.7	2.3	4.5	15.0	5.8	2.0	.0	.0	.0	4.0	1.0	21.1
Females												
Av % Caseload CMI	42.8%	75.3%	45.5%	39.2%	23.3%	42.4%	71.4%	55.7%	-	57.7%	.0%	47.0%
Number of FTEs	83.9	1.3	.5	17.5	12.3	3.8	2.8	6.0	.0	3.0	2.0	34.6
State Hospitals												
Males												
Av % Caseload CMI	55.8%	-	85.7%	-	-	40.0%	-	50.0%	-	-	-	55.4%
Number of FTEs	10.0	.0	1.0	.0	.0	1.0	.0	2.0	.0	.0	.0	6.0
Females												
Av % Caseload CMI	69.3%	-	-	100.0%	40.0%	-	-	93.3%	-	100.0%	95.8%	59.8%
Number of FTEs	11.6	.0	.0	1.0	2.0	.0	.0	1.0	.0	1.0	1.0	5.6

TABLE 9g
UTAH

Average Percent of Caseload CMI For CMHCs and State Hospitals in Utah

Gender	Total	Psychiat.	Ph.D. Psychs.	M.A. Psychs.	B.A. Psychs.	M.S.W. Social Workers	B.A. Social Workers	Nurses	Psych. Techs.	Support	Admin.	Other
CMHCs												
Males												
Av % Caseload CMI	41.5%	59.6%	28.7%	30.3%	46.8%	39.9%	31.0%	75.0%	47.5%	-	69.0%	53.2%
Number of FTEs	175.6	16.3	33.8	31.3	18.5	35.5	3.1	1.0	8.0	.0	5.0	23.0
Females												
Av % Caseload CMI	45.9%	43.5%	50.0%	33.8%	40.3%	36.9%	33.5%	69.3%	28.8%	35.0%	60.0%	56.5%
Number of FTEs	144.5	1.0	3.0	11.5	16.9	35.5	12.0	15.3	4.0	4.0	2.0	39.4
State Hospitals												
Males												
Av % Caseload CMI	57.2%	-	67.0%	47.5%	55.0%	53.4%	75.0%	75.0%	66.3%	-	43.5%	57.7%
Number of FTEs	51.0	.0	1.0	2.0	2.0	14.0	1.0	2.0	3.0	.0	2.0	24.0
Females												
Av % Caseload CMI	56.9%	50.0%	80.0%	-	41.9%	67.0%	30.0%	56.3%	67.5%	15.0%	-	60.3%
Number of FTEs	50.0	1.0	1.0	.0	1.6	5.0	2.5	7.9	2.0	2.0	.0	27.0

TABLE 10a
ALASKA

Average Percent of Caseload by Client Age Categories, Type of Staff and Gender For CMHCs in Alaska

Gender	Total	Psychiat.	Ph.D. Psychs.	M.A. Psychs.	B.A. Psychs.	M.S.W. Social Workers	B.A. Social Workers	Nurses	Psych. Techs.	Support	Admin.	Other
Males												
Av % Caseload Children	6.1%	-	12.5%	5.3%	12.5%	3.0%	-	.0%	-	-	-	.0%
Number of FTEs	35.8	.0	10.2	9.0	2.0	6.0	.0	1.0	.0	.0	.0	7.6
Av % Caseload Adolescents	11.4%	-	14.9%	7.2%	7.5%	4.5%	-	70.0%	-	-	-	10.5%
Number of FTEs	35.8	.0	10.2	9.0	2.0	6.0	.0	1.0	.0	.0	.0	7.6
Av % Caseload Adults	73.9%	-	69.9%	75.3%	77.5%	88.5%	-	30.0%	-	-	-	71.0%
Number of FTEs	35.8	.0	10.2	9.0	2.0	6.0	.0	1.0	.0	.0	.0	7.6
Av % Caseload Elderly	8.7%	-	2.7%	12.2%	2.5%	4.3%	-	.0%	-	-	-	18.5%
Number of FTEs	35.8	.0	10.2	9.0	2.0	6.0	.0	1.0	.0	.0	.0	7.6
Females												
Av % Caseload Children	7.1%	-	12.5%	6.6%	4.8%	4.3%	-	.0%	-	-	-	10.3%
Number of FTEs	30.6	.0	2.0	6.5	2.5	5.6	.0	3.0	.0	.0	.0	11.0
Av % Caseload Adolescents	14.7%	-	12.5%	16.3%	3.2%	12.0%	-	.0%	-	-	-	22.3%
Number of FTEs	30.6	.0	2.0	6.5	2.5	5.6	.0	3.0	.0	.0	.0	11.0
Av % Caseload Adults	68.7%	-	75.0%	76.9%	92.0%	83.1%	-	100.0%	-	-	-	41.7%
Number of FTEs	30.6	.0	2.0	6.5	2.5	5.6	.0	3.0	.0	.0	.0	11.0
Av % Caseload Elderly	9.3%	-	.0%	.0%	.0%	.4%	-	.0%	-	-	-	25.8%
Number of FTEs	30.6	.0	2.0	6.5	2.5	5.6	.0	3.0	.0	.0	.0	11.0

TABLE 10b
ARIZONA

Average Percent of Caseload by Client Age Categories, Type of Staff and Gender For CMHCs in Arizona

Gender	Total	Psychiat.	Ph.D. Psychs.	M.A. Psychs.	B.A. Psychs.	M.S.W. Social Workers	B.A. Social Workers	Nurses	Psych. Techs.	Support	Admin.	Other
Males												
Av % Caseload Children	7.0%	1.9%	11.4%	6.4%	4.0%	5.2%	.4%	.0%	14.9%	11.8%	15.0%	8.3%
Number of FTEs	312.5	17.2	39.4	67.3	19.6	42.4	13.0	2.0	2.9	8.5	1.0	99.5
Av % Caseload Adolescents	12.2%	1.8%	15.1%	9.1%	20.4%	10.5%	32.7%	10.0%	14.9%	6.5%	.0%	12.1%
Number of FTEs	312.5	17.2	39.4	67.3	19.6	42.4	13.0	2.0	2.9	8.5	1.0	99.5
Av % Caseload Adults	75.9%	90.9%	69.1%	83.0%	69.5%	79.2%	54.1%	35.0%	70.2%	75.6%	77.0%	75.0%
Number of FTEs	312.5	17.2	39.4	67.3	19.6	42.4	13.0	2.0	2.9	8.5	1.0	99.5
Av % Caseload Elderly	4.8%	5.5%	4.4%	1.5%	6.0%	5.1%	12.7%	55.0%	.0%	6.1%	8.0%	4.7%
Number of FTEs	312.5	17.2	39.4	67.3	19.6	42.4	13.0	2.0	2.9	8.5	1.0	99.5
Females												
Av % Caseload Children	7.8%	2.1%	7.9%	7.8%	13.1%	7.3%	14.9%	1.5%	6.0%	.0%	.0%	7.7%
Number of FTEs	307.6	5.9	12.8	54.4	19.8	55.3	18.7	18.7	5.0	3.8	2.0	111.2
Av % Caseload Adolescents	11.8%	3.4%	24.3%	21.2%	17.6%	4.4%	12.5%	3.3%	4.0%	9.2%	.5%	10.9%
Number of FTEs	307.6	5.9	12.8	54.4	19.8	55.3	18.7	18.7	5.0	3.8	2.0	111.2
Av % Caseload Adults	73.2%	88.6%	65.0%	67.3%	59.4%	78.6%	69.7%	78.7%	70.0%	66.0%	94.5%	75.6%
Number of FTEs	307.6	5.9	12.8	54.4	19.8	55.3	18.7	18.7	5.0	3.8	2.0	111.2
Av % Caseload Elderly	7.3%	6.1%	2.7%	3.7%	10.0%	9.7%	3.0%	16.5%	20.0%	25.0%	5.0%	5.9%
Number of FTEs	307.6	5.9	12.8	54.4	19.8	55.3	18.7	18.7	5.0	3.8	2.0	111.2

TABLE 10c
HAWAII

Average Percent of Caseload by Client Age Categories, Type of Staff and Gender For CMHCs in Hawaii

Gender	Total	Psychiat.	Ph.D. Psychs.	M.A. Psychs.	B.A. Psychs.	M.S.W. Social Workers	B.A. Social Workers	Nurses	Psych. Techs.	Support	Admin.	Other
Males												
Av % Caseload Children	10.3%	1.8%	15.0%	40.0%	13.5%	15.7%	.0%	.0%	-	-	-	6.3%
Number of FTEs	72.1	20.1	18.4	2.0	5.4	13.0	.4	1.0	.0	.0	.0	11.8
Av % Caseload Adolescents	9.5%	4.3%	15.1%	10.0%	5.2%	13.9%	.0%	25.0%	-	-	-	5.4%
Number of FTEs	72.1	20.1	18.4	2.0	5.4	13.0	.4	1.0	.0	.0	.0	11.8
Av % Caseload Adults	76.0%	86.6%	68.5%	50.0%	79.4%	70.4%	100.0%	75.0%	-	-	-	78.2%
Number of FTEs	72.1	20.1	18.4	2.0	5.4	13.0	.4	1.0	.0	.0	.0	11.8
Av % Caseload Elderly	4.2%	7.4%	1.4%	.0%	1.9%	.0%	.0%	.0%	-	-	-	10.1%
Number of FTEs	72.1	20.1	18.4	2.0	5.4	13.0	.4	1.0	.0	.0	.0	11.8
Females												
Av % Caseload Children	11.1%	31.6%	12.5%	10.0%	9.1%	12.7%	49.9%	5.4%	-	.0%	.0%	10.3%
Number of FTEs	126.7	1.6	8.0	2.0	5.4	20.5	2.8	8.0	.0	3.0	3.0	72.4
Av % Caseload Adolescents	15.5%	3.9%	33.6%	35.0%	18.3%	25.3%	13.1%	5.8%	-	.0%	.0%	12.7%
Number of FTEs	126.7	1.6	8.0	2.0	5.4	20.5	2.8	8.0	.0	3.0	3.0	72.4
Av % Caseload Adults	66.8%	64.5%	53.9%	55.0%	68.7%	55.3%	37.3%	77.3%	-	90.0%	98.0%	69.5%
Number of FTEs	126.7	1.6	8.0	2.0	5.4	20.5	2.8	8.0	.0	3.0	3.0	72.4
Av % Caseload Elderly	6.6%	.0%	.0%	.0%	3.7%	6.8%	.0%	11.6%	-	10.0%	2.0%	7.6%
Number of FTEs	126.7	1.6	8.0	2.0	5.4	20.5	2.8	8.0	.0	3.0	3.0	72.4

TABLE 10d
IDAHO

Average Percent of Caseload by Client Age Categories, Type of Staff and Gender For CMHCs in Idaho

Gender	Total	Psychiat.	Ph.D. Psychs.	M.A. Psychs.	B.A. Psychs.	M.S.W. Social Workers	B.A. Social Workers	Nurses	Psych. Techs.	Support	Admin.	Other
Males												
Av % Caseload Children	7.9%	25.0%	16.9%	2.5%	13.1%	4.1%	.0%	-	-	-	-	-
Number of FTEs	53.4	.6	13.0	14.0	6.0	17.7	2.0	.0	.0	.0	.0	.0
Av % Caseload Adolescents	9.4%	.0%	9.7%	7.5%	26.0%	6.0%	2.5%	-	-	-	-	-
Number of FTEs	53.4	.6	13.0	14.0	6.0	17.7	2.0	.0	.0	.0	.0	.0
Av % Caseload Adults	79.1%	.0%	71.4%	86.9%	60.1%	86.8%	87.5%	-	-	-	-	-
Number of FTEs	53.4	.6	13.0	14.0	6.0	17.7	2.0	.0	.0	.0	.0	.0
Av % Caseload Elderly	3.5%	75.0%	1.9%	2.9%	.9%	2.9%	10.0%	-	-	-	-	-
Number of FTEs	53.4	.6	13.0	14.0	6.0	17.7	2.0	.0	.0	.0	.0	.0
Females												
Av % Caseload Children	4.2%	-	10.0%	4.0%	4.0%	.0%	2.5%	.0%	10.0%	-	-	9.5%
Number of FTEs	17.6	.0	1.0	2.5	3.0	2.2	2.0	3.0	1.0	.0	.0	2.8
Av % Caseload Adolescents	9.2%	-	50.0%	8.0%	6.7%	8.9%	2.5%	1.7%	10.0%	-	-	10.9%
Number of FTEs	17.6	.0	1.0	2.5	3.0	2.2	2.0	3.0	1.0	.0	.0	2.8
Av % Caseload Adults	74.7%	-	40.0%	86.2%	88.3%	86.7%	63.5%	60.3%	80.0%	-	-	74.2%
Number of FTEs	17.6	.0	1.0	2.5	3.0	2.2	2.0	3.0	1.0	.0	.0	2.8
Av % Caseload Elderly	11.9%	-	.0%	1.8%	1.0%	4.4%	31.5%	37.7%	.0%	-	-	5.4%
Number of FTEs	17.6	.0	1.0	2.5	3.0	2.2	2.0	3.0	1.0	.0	.0	2.8

TABLE 10e
MONTANA

Average Percent of Caseload by Client Age Categories, Type of Staff and Gender For CMHCs in Montana

Gender	Total	Psychiat.	Ph.D. Psychs.	M.A. Psychs.	B.A. Psychs.	M.S.W. Social Workers	B.A. Social Workers	Nurses	Psych. Techs.	Support	Admin.	Other
Males												
Av % Caseload Children	5.4%	1.7%	6.1%	8.4%	2.1%	6.8%	-	-	.0%	-	-	2.2%
Number of FTEs	80.5	3.0	15.2	26.0	7.2	9.0	.0	.0	2.0	.0	.0	18.0
Av % Caseload Adolescents	16.3%	3.3%	13.8%	15.3%	21.9%	7.1%	-	-	50.0%	-	-	20.4%
Number of FTEs	80.5	3.0	15.2	26.0	7.2	9.0	.0	.0	2.0	.0	.0	18.0
Av % Caseload Adults	75.2%	88.0%	79.4%	74.1%	76.0%	85.6%	-	-	45.0%	-	-	69.1%
Number of FTEs	80.5	3.0	15.2	26.0	7.2	9.0	.0	.0	2.0	.0	.0	18.0
Av % Caseload Elderly	3.1%	7.0%	.7%	2.1%	.0%	.6%	-	-	5.0%	-	-	8.3%
Number of FTEs	80.5	3.0	15.2	26.0	7.2	9.0	.0	.0	2.0	.0	.0	18.0
Females												
Av % Caseload Children	2.6%	-	2.5%	4.1%	.7%	5.5%	.0%	1.5%	-	4.3%	.0%	2.9%
Number of FTEs	57.4	.0	2.0	5.9	9.5	6.0	2.0	6.8	.0	1.0	1.0	23.2
Av % Caseload Adolescents	14.5%	-	2.5%	16.1%	24.1%	11.7%	.0%	17.6%	-	4.3%	.0%	13.3%
Number of FTEs	57.4	.0	2.0	5.9	9.5	6.0	2.0	6.8	.0	1.0	1.0	23.2
Av % Caseload Adults	75.9%	-	92.5%	73.9%	71.5%	79.7%	97.5%	66.9%	-	87.0%	100.0%	74.9%
Number of FTEs	57.4	.0	2.0	5.9	9.5	6.0	2.0	6.8	.0	1.0	1.0	23.2
Av % Caseload Elderly	7.0%	-	2.5%	5.9%	3.6%	3.1%	2.5%	13.9%	-	4.3%	.0%	8.9%
Number of FTEs	57.4	.0	2.0	5.9	9.5	6.0	2.0	6.8	.0	1.0	1.0	23.2

TABLE 10f
NEW MEXICO

Average Percent of Caseload by Client Age Categories, Type of Staff and Gender For CMHCs in New Mexico

Gender	Total	Psychiat.	Ph.D. Psychs.	M.A. Psychs.	B.A. Psychs.	M.S.W. Social Workers	B.A. Social Workers	Nurses	Psych. Techs.	Support	Admin.	Other
Males												
Av % Caseload Children	13.7%	24.9%	14.5%	6.7%	25.9%	10.4%	-	-	-	20.4%	.0%	13.6%
Number of FTEs	77.2	3.3	5.0	21.0	7.8	3.0	.0	.0	.0	6.0	1.0	30.1
Av % Caseload Adolescents	18.7%	17.6%	27.7%	24.9%	6.8%	8.9%	-	-	-	15.0%	.0%	18.5%
Number of FTEs	77.2	3.3	5.0	21.0	7.8	3.0	.0	.0	.0	6.0	1.0	30.1
Av % Caseload Adults	63.6%	53.7%	56.5%	67.1%	67.3%	80.7%	-	-	-	59.0%	100.0%	60.6%
Number of FTEs	77.2	3.3	5.0	21.0	7.8	3.0	.0	.0	.0	6.0	1.0	30.1
Av % Caseload Elderly	3.9%	3.8%	1.3%	1.3%	.0%	.0%	-	-	-	5.6%	.0%	7.3%
Number of FTEs	77.2	3.3	5.0	21.0	7.8	3.0	.0	.0	.0	6.0	1.0	30.1
Females												
Av % Caseload Children	11.6%	.0%	9.1%	11.7%	17.9%	22.2%	12.7%	.0%	-	1.5%	.0%	12.6%
Number of FTEs	113.5	1.3	.5	23.5	16.3	4.8	2.8	8.8	.0	5.0	3.0	47.4
Av % Caseload Adolescents	23.6%	.0%	18.2%	19.4%	21.6%	5.3%	19.4%	35.6%	-	23.1%	66.7%	24.2%
Number of FTEs	113.5	1.3	.5	23.5	16.3	4.8	2.8	8.8	.0	5.0	3.0	47.4
Av % Caseload Adults	55.5%	82.8%	72.7%	57.0%	50.6%	71.7%	60.7%	62.6%	-	42.3%	33.3%	54.9%
Number of FTEs	113.5	1.3	.5	23.5	16.3	4.8	2.8	8.8	.0	5.0	3.0	47.4
Av % Caseload Elderly	9.4%	17.2%	.0%	11.9%	9.9%	.8%	7.1%	1.8%	-	33.1%	.0%	8.3%
Number of FTEs	113.5	1.3	.5	23.5	16.3	4.8	2.8	8.8	.0	5.0	3.0	47.4

TABLE 10g
UTAH

Average Percent of Caseload by Client Age Categories,
Type of Staff and Gender
For CMHCs in Utah

Gender	Total	Psychiat.	Ph.D. Psychs.	M.A. Psychs.	B.A. Psychs.	M.S.W. Social Workers	B.A. Social Workers	Nurses	Psych. Techs.	Support	Admin.	Other
Males												
Av % Caseload Children	7.8%	6.5%	13.0%	8.9%	5.1%	6.1%	.0%	.0%	12.5%	-	.0%	6.6%
Number of FTEs	178.6	16.3	34.8	30.3	18.5	35.5	3.1	1.0	8.0	.0	7.0	24.0
Av % Caseload Adolescents	14.2%	6.9%	11.5%	15.0%	13.5%	14.7%	22.6%	.0%	20.0%	-	3.6%	22.8%
Number of FTEs	178.6	16.3	34.8	30.3	18.5	35.5	3.1	1.0	8.0	.0	7.0	24.0
Av % Caseload Adults	75.1%	83.3%	73.7%	73.3%	80.3%	76.6%	71.0%	100.0%	65.6%	-	93.6%	65.2%
Number of FTEs	178.6	16.3	34.8	30.3	18.5	35.5	3.1	1.0	8.0	.0	7.0	24.0
Av % Caseload Elderly	2.8%	3.4%	1.8%	2.8%	1.1%	2.6%	6.5%	.0%	1.9%	-	2.9%	5.4%
Number of FTEs	178.6	16.3	34.8	30.3	18.5	35.5	3.1	1.0	8.0	.0	7.0	24.0
Females												
Av % Caseload Children	17.8%	24.4%	20.0%	29.7%	26.2%	9.1%	4.1%	6.1%	10.0%	2.5%	.0%	29.7%
Number of FTEs	145.6	1.0	3.0	11.5	17.7	34.5	11.0	16.3	5.0	4.0	2.0	39.6
Av % Caseload Adolescents	12.6%	17.3%	13.3%	9.4%	15.9%	8.3%	21.2%	2.5%	32.0%	5.0%	.0%	16.5%
Number of FTEs	145.6	1.0	3.0	11.5	17.7	34.5	11.0	16.3	5.0	4.0	2.0	39.6
Av % Caseload Adults	67.1%	50.6%	66.7%	59.6%	57.9%	79.5%	67.5%	89.3%	57.0%	90.0%	100.0%	51.0%
Number of FTEs	145.6	1.0	3.0	11.5	17.7	34.5	11.0	16.3	5.0	4.0	2.0	39.6
Av % Caseload Elderly	2.5%	7.7%	.0%	1.3%	.0%	3.1%	7.2%	2.0%	1.0%	2.5%	.0%	2.8%
Number of FTEs	145.6	1.0	3.0	11.5	17.7	34.5	11.0	16.3	5.0	4.0	2.0	39.6

TABLE 11a
ALASKA

Average Percent of Caseload by Client Age Categories,
Type of Staff and Gender
For State Hospitals in Alaska

Gender	Total	Psychiat.	Ph.D. Psychs.	M.A. Psychs.	B.A. Psychs.	M.S.W. Social Workers	B.A. Social Workers	Nurses	Psych. Techs.	Support	Admin.	Other
Males												
Av % Caseload Children	6.2%	16.7%	-	5.0%	-	.0%	-	-	-	15.0%	-	4.4%
Number of FTEs	22.5	3.0	.0	4.0	.0	2.0	.0	.0	.0	1.0	.0	12.5
Av % Caseload Adolescents	26.1%	12.7%	-	5.0%	-	50.0%	-	-	-	15.0%	-	33.2%
Number of FTEs	22.5	3.0	.0	4.0	.0	2.0	.0	.0	.0	1.0	.0	12.5
Av % Caseload Adults	66.2%	68.0%	-	90.0%	-	50.0%	-	-	-	60.0%	-	61.2%
Number of FTEs	22.5	3.0	.0	4.0	.0	2.0	.0	.0	.0	1.0	.0	12.5
Av % Caseload Elderly	1.5%	2.7%	-	.0%	-	.0%	-	-	-	10.0%	-	1.2%
Number of FTEs	22.5	3.0	.0	4.0	.0	2.0	.0	.0	.0	1.0	.0	12.5
Females												
Av % Caseload Children	3.6%	-	.0%	.0%	.0%	-	.0%	.0%	-	-	.0%	7.0%
Number of FTEs	19.7	.0	2.0	2.0	2.0	.0	.7	2.0	.0	.0	1.0	10.0
Av % Caseload Adolescents	2.0%	-	16.0%	.0%	.0%	-	.0%	.0%	-	-	.0%	.7%
Number of FTEs	19.7	.0	2.0	2.0	2.0	.0	.7	2.0	.0	.0	1.0	10.0
Av % Caseload Adults	92.7%	-	84.0%	100.0%	98.1%	-	100.0%	97.5%	-	-	100.0%	89.8%
Number of FTEs	19.7	.0	2.0	2.0	2.0	.0	.7	2.0	.0	.0	1.0	10.0
Av % Caseload Elderly	1.8%	-	.0%	.0%	1.9%	-	.0%	2.5%	-	-	.0%	2.6%
Number of FTEs	19.7	.0	2.0	2.0	2.0	.0	.7	2.0	.0	.0	1.0	10.0

TABLE 11b
ARIZONA

Average Percent of Caseload by Client Age Categories,
Type of Staff and Gender
For State Hospitals in Arizona

Gender	Total	Psychiat.	Ph.D. Psychs.	M.A. Psychs.	B.A. Psychs.	M.S.W. Social Workers	B.A. Social Workers	Nurses	Psych. Techs.	Support	Admin.	Other
Males												
Av % Caseload Children	1.1%	.0%	.0%	.0%	1.2%	.0%	-	2.5%	1.4%	3.5%	-	1.1%
Number of FTEs	88.4	6.0	3.0	3.0	11.5	2.0	.0	2.0	5.0	4.0	.0	51.9
Av % Caseload Adolescents	14.9%	.0%	.0%	.0%	16.2%	45.0%	-	5.0%	18.6%	46.5%	-	14.5%
Number of FTEs	88.4	6.0	3.0	3.0	11.5	2.0	.0	2.0	5.0	4.0	.0	51.9
Av % Caseload Adults	68.3%	89.5%	80.0%	97.3%	74.1%	53.5%	-	40.0%	45.6%	50.0%	-	67.4%
Number of FTEs	88.4	6.0	3.0	3.0	11.5	2.0	.0	2.0	5.0	4.0	.0	51.9
Av % Caseload Elderly	15.7%	10.5%	20.0%	2.7%	8.6%	1.5%	-	52.5%	34.4%	.0%	-	17.0%
Number of FTEs	88.4	6.0	3.0	3.0	11.5	2.0	.0	2.0	5.0	4.0	.0	51.9
Females												
Av % Caseload Children	.6%	.0%	.0%	.0%	.0%	.0%	.0%	1.0%	.8%	.0%	-	.6%
Number of FTEs	133.6	2.0	1.0	3.0	6.0	5.0	2.0	20.8	8.8	1.0	.0	84.0
Av % Caseload Adolescents	7.8%	.0%	.0%	1.3%	1.7%	.0%	.0%	13.4%	10.6%	.0%	-	7.9%
Number of FTEs	133.6	2.0	1.0	3.0	6.0	5.0	2.0	20.8	8.8	1.0	.0	84.0
Av % Caseload Adults	58.0%	61.0%	97.0%	58.7%	72.8%	74.2%	23.0%	58.8%	51.5%	83.0%	-	56.5%
Number of FTEs	133.6	2.0	1.0	3.0	6.0	5.0	2.0	20.8	8.8	1.0	.0	84.0
Av % Caseload Elderly	33.6%	39.0%	3.0%	40.0%	25.5%	25.8%	77.0%	26.8%	37.2%	17.0%	-	35.1%
Number of FTEs	133.6	2.0	1.0	3.0	6.0	5.0	2.0	20.8	8.8	1.0	.0	84.0

TABLE 11c
HAWAII

Average Percent of Caseload by Client Age Categories, Type of Staff and Gender For State Hospitals in Hawaii

Gender	Total	Psychiat.	Ph.D. Psychs.	M.A. Psychs.	B.A. Psychs.	M.S.W. Social Workers	B.A. Social Workers	Nurses	Psych. Techs.	Support	Admin.	Other
Males												
Av % Caseload Children	.1%	.0%	.0%	-	.0%	.0%	-	.0%	.0%	-	2.0%	.0%
Number of FTEs	48.3	7.8	3.0	.0	1.0	4.0	.0	1.0	1.0	.0	2.0	28.5
Av % Caseload Adolescents	13.9%	6.4%	33.3%	-	13.0%	18.8%	-	.0%	.0%	-	6.5%	14.8%
Number of FTEs	48.3	7.8	3.0	.0	1.0	4.0	.0	1.0	1.0	.0	2.0	28.5
Av % Caseload Adults	82.6%	89.2%	66.0%	-	87.0%	80.0%	-	100.0%	100.0%	-	79.0%	81.8%
Number of FTEs	48.3	7.8	3.0	.0	1.0	4.0	.0	1.0	1.0	.0	2.0	28.5
Av % Caseload Elderly	3.4%	4.3%	.7%	-	.0%	1.2%	-	.0%	.0%	-	13.0%	3.4%
Number of FTEs	48.3	7.8	3.0	.0	1.0	4.0	.0	1.0	1.0	.0	2.0	28.5
Females												
Av % Caseload Children	.6%	-	-	.0%	1.8%	.0%	.0%	.0%	-	.0%	.0%	.7%
Number of FTEs	65.4	.0	.0	1.0	4.4	2.0	1.0	7.0	.0	5.0	1.0	44.1
Av % Caseload Adolescents	13.3%	-	-	.0%	.0%	.0%	.0%	37.9%	-	.0%	10.0%	13.4%
Number of FTEs	65.4	.0	.0	1.0	4.4	2.0	1.0	7.0	.0	5.0	1.0	44.1
Av % Caseload Adults	83.7%	-	-	92.0%	96.3%	100.0%	100.0%	62.1%	-	99.8%	90.0%	82.6%
Number of FTEs	65.4	.0	.0	1.0	4.4	2.0	1.0	7.0	.0	5.0	1.0	44.1
Av % Caseload Elderly	2.4%	-	-	8.0%	1.8%	.0%	.0%	.0%	-	.2%	.0%	3.2%
Number of FTEs	65.4	.0	.0	1.0	4.4	2.0	1.0	7.0	.0	5.0	1.0	44.1

Hawaii

TABLE 11d
IDAHO

Average Percent of Caseload by Client Age Categories, Type of Staff and Gender For State Hospitals in Idaho

Gender	Total	Psychiat.	Ph.D. Psychs.	M.A. Psychs.	B.A. Psychs.	M.S.W. Social Workers	B.A. Social Workers	Nurses	Psych. Techs.	Support	Admin.	Other
Males												
Av % Caseload Children	.1%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	–	–	.0%	.2%
Number of FTEs	26.6	1.6	2.0	1.0	1.0	4.0	2.0	1.0	.0	.0	1.0	13.0
Av % Caseload Adolescents	4.8%	5.8%	.0%	.0%	.0%	2.5%	12.5%	20.0%	–	–	.0%	4.9%
Number of FTEs	26.6	1.6	2.0	1.0	1.0	4.0	2.0	1.0	.0	.0	1.0	13.0
Av % Caseload Adults	82.5%	90.4%	85.0%	100.0%	100.0%	95.0%	46.0%	80.0%	–	–	80.0%	80.5%
Number of FTEs	26.6	1.6	2.0	1.0	1.0	4.0	2.0	1.0	.0	.0	1.0	13.0
Av % Caseload Elderly	12.6%	3.8%	15.0%	.0%	.0%	2.5%	41.5%	.0%	–	–	20.0%	14.4%
Number of FTEs	26.6	1.6	2.0	1.0	1.0	4.0	2.0	1.0	.0	.0	1.0	13.0
Females												
Av % Caseload Children	.1%	–	–	–	–	.0%	.0%	.0%	.0%	–	–	.1%
Number of FTEs	36.4	.0	.0	.0	.0	1.0	4.0	2.0	1.0	.0	.0	28.4
Av % Caseload Adolescents	4.4%	–	–	–	–	1.0%	.0%	5.0%	10.0%	–	–	4.9%
Number of FTEs	36.4	.0	.0	.0	.0	1.0	4.0	2.0	1.0	.0	.0	28.4
Av % Caseload Adults	88.6%	–	–	–	–	97.0%	100.0%	57.0%	85.0%	–	–	89.0%
Number of FTEs	36.4	.0	.0	.0	.0	1.0	4.0	2.0	1.0	.0	.0	28.4
Av % Caseload Elderly	7.0%	–	–	–	–	2.0%	.0%	38.0%	5.0%	–	–	6.0%
Number of FTEs	36.4	.0	.0	.0	.0	1.0	4.0	2.0	1.0	.0	.0	28.4

TABLE 11e
MONTANA

Average Percent of Caseload by Client Age Categories, Type of Staff and Gender For State Hospitals in Montana

Gender	Total	Psychiat.	Ph.D. Psychs.	M.A. Psychs.	B.A. Psychs.	M.S.W. Social Workers	B.A. Social Workers	Nurses	Psych. Techs.	Support	Admin.	Other
Males												
Av % Caseload Children	2.8%	.0%	-	.0%	.0%	9.2%	.0%	-	-	-	-	1.9%
Number of FTEs	19.0	1.0	.0	1.5	2.5	4.0	1.0	.0	.0	.0	.0	9.0
Av % Caseload Adolescents	11.9%	.0%	-	.0%	3.6%	32.5%	.0%	-	-	-	-	9.6%
Number of FTEs	19.0	1.0	.0	1.5	2.5	4.0	1.0	.0	.0	.0	.0	9.0
Av % Caseload Adults	56.0%	98.0%	-	86.7%	96.4%	58.3%	100.0%	-	-	-	-	29.1%
Number of FTEs	19.0	1.0	.0	1.5	2.5	4.0	1.0	.0	.0	.0	.0	9.0
Av % Caseload Elderly	29.3%	2.0%	-	13.3%	.0%	.0%	.0%	-	-	-	-	59.4%
Number of FTEs	19.0	1.0	.0	1.5	2.5	4.0	1.0	.0	.0	.0	.0	9.0
Females												
Av % Caseload Children	.0%	-	-	.0%	-	-	.0%	.0%	-	.0%	.0%	.0%
Number of FTEs	34.6	.0	.0	2.0	.0	.0	1.0	3.0	.0	2.0	1.0	25.6
Av % Caseload Adolescents	.9%	-	-	.0%	-	-	.0%	.0%	-	.0%	.0%	1.2%
Number of FTEs	34.6	.0	.0	2.0	.0	.0	1.0	3.0	.0	2.0	1.0	25.6
Av % Caseload Adults	56.5%	-	-	95.0%	-	-	100.0%	52.3%	-	.0%	.0%	58.9%
Number of FTEs	34.6	.0	.0	2.0	.0	.0	1.0	3.0	.0	2.0	1.0	25.6
Av % Caseload Elderly	42.6%	-	-	5.0%	-	-	.0%	47.7%	-	100.0%	100.0%	39.8%
Number of FTEs	34.6	.0	.0	2.0	.0	.0	1.0	3.0	.0	2.0	1.0	25.6

TABLE 11f
NEW MEXICO

Average Percent of Caseload by Client Age Categories, Type of Staff and Gender For State Hospitals in New Mexico

Gender	Total	Psychiat.	Ph.D. Psychs.	M.A. Psychs.	B.A. Psychs.	M.S.W. Social Workers	B.A. Social Workers	Nurses	Psych. Techs.	Support	Admin.	Other
Males												
Av % Caseload Children	.0%	-	.0%	-	-	.0%	-	.0%	-	-	-	.0%
Number of FTEs	39.0	.0	1.0	.0	.0	1.0	.0	2.0	.0	.0	.0	35.0
Av % Caseload Adolescents	10.4%	-	.0%	-	-	.0%	-	.0%	-	-	-	11.6%
Number of FTEs	39.0	.0	1.0	.0	.0	1.0	.0	2.0	.0	.0	.0	35.0
Av % Caseload Adults	48.0%	-	100.0%	-	-	.0%	-	100.0%	-	-	-	44.8%
Number of FTEs	38.0	.0	1.0	.0	.0	1.0	.0	2.0	.0	.0	.0	34.0
Av % Caseload Elderly	42.8%	-	.0%	-	-	100.0%	-	.0%	-	-	-	44.9%
Number of FTEs	39.0	.0	1.0	.0	.0	1.0	.0	2.0	.0	.0	.0	35.0
Females												
Av % Caseload Children	.0%	-	-	.0%	.0%	-	-	.0%	-	.0%	.0%	.0%
Number of FTEs	46.6	.0	.0	1.0	2.0	.0	.0	1.0	.0	1.0	1.0	40.6
Av % Caseload Adolescents	2.6%	-	-	.0%	.0%	-	-	.0%	-	.0%	8.3%	2.8%
Number of FTEs	46.6	.0	.0	1.0	2.0	.0	.0	1.0	.0	1.0	1.0	40.6
Av % Caseload Adults	44.8%	-	-	.0%	100.0%	-	-	6.7%	-	.0%	83.3%	44.3%
Number of FTEs	46.6	.0	.0	1.0	2.0	.0	.0	1.0	.0	1.0	1.0	40.6
Av % Caseload Elderly	52.6%	-	-	100.0%	.0%	-	-	93.3%	-	100.0%	8.3%	52.9%
Number of FTEs	46.6	.0	.0	1.0	2.0	.0	.0	1.0	.0	1.0	1.0	40.6

TABLE 11g
UTAH

Average Percent of Caseload by Client Age Categories, Type of Staff and Gender For State Hospitals in Utah

Gender	Total	Psychiat.	Ph.D. Psychs.	M.A. Psychs.	B.A. Psychs.	M.S.W. Social Workers	B.A. Social Workers	Nurses	Psych. Techs.	Support	Admin.	Other
Males												
Av % Caseload Children	4.5%	-	.0%	5.0%	50.0%	.7%	.0%	.0%	.0%	-	.0%	4.6%
Number of FTEs	51.0	.0	1.0	2.0	2.0	14.0	1.0	2.0	3.0	.0	2.0	24.0
Av % Caseload Adolescents	17.1%	-	.0%	45.0%	.0%	20.1%	.0%	.0%	2.0%	-	2.5%	20.5%
Number of FTEs	51.0	.0	1.0	2.0	2.0	14.0	1.0	2.0	3.0	.0	2.0	24.0
Av % Caseload Adults	70.8%	-	100.0%	50.0%	50.0%	71.7%	8.0%	100.0%	64.7%	-	93.5%	71.6%
Number of FTEs	51.0	.0	1.0	2.0	2.0	14.0	1.0	2.0	3.0	.0	2.0	24.0
Av % Caseload Elderly	7.5%	-	.0%	.0%	.0%	7.5%	92.0%	.0%	33.3%	-	4.0%	3.3%
Number of FTEs	51.0	.0	1.0	2.0	2.0	14.0	1.0	2.0	3.0	.0	2.0	24.0
Females												
Av % Caseload Children	4.1%	.0%	.0%	-	3.2%	.0%	2.0%	4.4%	.0%	2.5%	-	5.7%
Number of FTEs	51.0	1.0	1.0	.0	1.6	5.0	2.5	7.9	2.0	2.0	.0	28.0
Av % Caseload Adolescents	22.0%	100.0%	.0%	-	61.3%	17.6%	56.2%	27.2%	.0%	97.5%	-	10.3%
Number of FTEs	51.0	1.0	1.0	.0	1.6	5.0	2.5	7.9	2.0	2.0	.0	28.0
Av % Caseload Adults	60.6%	.0%	10.0%	-	35.5%	82.4%	41.8%	58.2%	100.0%	.0%	-	66.0%
Number of FTEs	51.0	1.0	1.0	.0	1.6	5.0	2.5	7.9	2.0	2.0	.0	28.0
Av % Caseload Elderly	13.2%	.0%	90.0%	-	.0%	.0%	.0%	10.1%	.0%	.0%	-	18.0%
Number of FTEs	51.0	1.0	1.0	.0	1.6	5.0	2.5	7.9	2.0	2.0	.0	28.0

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REPORT
V

CHARACTERISTICS OF COMMUNITY MENTAL HEALTH CENTERS LOCATED IN RURAL AND URBAN GEOGRAPHIC REGIONS IN EIGHT WESTERN STATES

REGIONAL MENTAL HEALTH HUMAN RESOURCE DATA BASE

BY

JANICE L. MELLON, PH.D.
MEREDITH DAVIS, A.C.S.W.

JULY, 1984

WICHE
MENTAL HEALTH AND HUMAN RESOURCES PROGRAM

CHARACTERISTICS OF COMMUNITY MENTAL HEALTH CENTERS LOCATED IN RURAL AND URBAN GEOGRAPHIC REGIONS IN EIGHT WESTERN STATES

MENTAL HEALTH AND HUMAN SERVICES PROGRAM
WESTERN INTERSTATE COMMISSION FOR HIGHER EDUCATION
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Table of Contents

Page
INTRODUCTION 1
METHOD 2
The Data Set 2
How Geographic Categories Were Determined 3
Education/Discipline 9
Estimating Response Rates 10
RESULTS AND DISCUSSION 12
Section I. Characteristics of Staff 12
Tenure 12
Percent of Respondents by Education/Discipline 16
Salary Level 16
Section II. Caseloads by Type of Client 19
Caseload by CMI Categories 22
Caseload by Age Category 22
Caseload by Racial/Ethnic Category 22
Section III. Utilization of Staff 25
Staff Hours by Program Element 25
Number of Clients Seen During the Sample Week 29

Table of Contents (Continued)

Page

Direct Caregivers in Private Practice 31

Respondents by Management Level 31

Who Are the Managers? 33

Who Are the Heads of Agencies? 33

Who Are the Program Directors? 33

Who Are the Clinical Directors? 37

What Do Managers Do? 37

CONCLUSIONS 41

Staff Characteristics 41

Client Characteristics 42

Utilization of Staff 43

REFERENCES 44

Tables

Table Page

1 Number of Facilities by State and Geographic Region 5

2 Number of Respondents by State and Geographic Region 6

3 Response Rates by Geographic Region 11

4 Average Length of Tenure for Direct Care Respondents by Education/Discipline and Geographic Region 15

5 Percent and Number of Direct Care Respondents by Education/Discipline and Geographic Region 17

6 Percent and Number of Direct Care Respondents by Gender, Education/Discipline, and Geographic Region 18

7 Average Salary of Direct Care Respondents by Education/Discipline and Geographic Region 21

8 Percent of Caseload by Client Age Categories, Education/Discipline, and Geographic Region 23

9 Percent of Caseload by Client Racial/Ethnic Categories and Geographic Region. 24

10 Average Percent of Hours Scheduled by Program Element, Education/Discipline, and Geographic Region 26

11 Average Percent of Treatment Hours by Program Element, Education/Discipline, and Geographic Region 27

12 Average Percent of Hours Which are Face-to-Face by Program Element, Education/Discipline, and Geographic Region 28

13 Average Number of clients Seen During Sample Week by Program Element, Education/Discipline, and Geographic Region 30

14 Percentage of Direct Caregivers in Private Practice by Education/Discipline and Geographic Region 32

Tables (Continued)

Table Page

15 Percent of Managers by Education/Discipline and Geographic Region 34

16 Percent of Agency Heads by Education/Discipline and Geographic Region 35

17 Percent of Program Directors by Education/Discipline and Geographic Region . . 36

18 Percent of Clinical Directors by Education/Discipline and Geographic Region . 38

19 Percent of Managers Who Saw at Least One Client by Education/Discipline and Geographic Region 39

20 Average Number of Hours Managers Spend in Mental Health Treatment by Education/Discipline and Geographic Region 40

Figures

Figure Page

1 Percentage of Facilities by Geographic Region 7

2 Percentage of Respondents by Geographic Region 8

3 Tenure of Full-Time Direct Care Respondents 13

4 Salary of Full-Time Direct Care Respondents 20

Characteristics of Community Mental Health Centers Located in Rural and Urban Geographic Regions in Eight Western States

INTRODUCTION

A considerable amount of literature, published during the last two decades, has been concerned with the plight of community mental health centers (CMHCs) located in rural areas. In general, CMHCs in rural locations are perceived as being: underfunded, to have a shortage of mental health professionals, and to serve a client population which has a low income level, high alcoholism rate, and a high proportion of ethnic minorities, children, elderly, and chronically mental ill clients. Results of actual research comparing rural facilities to those located in other areas paint a less clear picture.

Issues regarding rural CMHCs are centered around three major questions. These are:

1. What are the characteristics of care providers in rural and urban areas?

2. What are the characteristics of rural and urban clients?

3. How are staff utilized in rural and urban areas?

Professional level staff are often thought to be more difficult to recruit to rural areas than they are to large cities, urban, and suburban areas (Pulakos and Dengerink, 1982), but more recent studies, (e.g., Moore, 1984) suggest that this may no longer be true, except, perhaps for psychiatrists, who are hard to recruit to all areas. The two categories of staff believed to be underrepresented in rural CMHCs are psychiatrists and nurses (Pulakos & Dengerink, 1982, Babich, 1982). Data are even less clear for psychologists, with several studies cited by Pulakos and Dengerink (1982) finding a relative abundance of psychologists in rural facilities. Related to the recruitment issue is the question of staff retention as measured by employees' length of tenure with the facility. Studies cited by Babich (1982) point to a bimodal tenure distribution with rural facilities having fewer staff in the middle tenure area.

Clients in rural areas are often thought to have needs different from those of clients from other geographic areas. Several studies have pointed to a higher admission rate in rural facilities for clients with psychoses and alcohol abuse problems (Babich, 1982). Grosser and Winfrew (1981) have hypothesized that the client population of rural facilities most resembles the client population typically found in inner cities and these researchers found that the client populations in rural and inner city areas of Colorado had a lower average income and a greater proportion of children, adolescents, and Hispanics than did client populations from other areas of Colorado.

The utilization of services by clients is usually measured indirectly by looking at the activities provided by mental health care staff. In their examination of direct, indirect, and support activities of staff from urban and rural centers, Pulakos and Dengerink (1982) found that rural therapists distributed their time about equally over two or all three categories of activities, while urban therapists tended to spend their time primarily in one activity. It also appeared that urban therapists spent more time in direct service and rural therapists devoted more time to performing support services, but no difference was found for indirect services. Finally, the percentages of time spent by urban and rural therapists in individual therapy, couple, family, and group therapy did not differ significantly.

This report attempts to provide some answers to the three questions put forth above by comparing CMHCs located in large cities, suburban, urban, and rural areas. The first section of this report focuses upon the characteristics of care providers and other staff. The characteristics and needs of client populations from these four geographic areas are examined indirectly in the second section which characterizes the caseloads of staff who are caregivers. The third section of this report examines how staff are utilized by CMHCs in different geographic areas.

METHOD

The Data Set

Most of the data analyzed in this report were collected during the pilot implementation of the Mental Health Statistics Improvement Program (MHSIP) Minimum Data Set conducted in the spring of 1981 in eight states (Alaska, Arizona, Colorado, Hawaii, Idaho, Montana, Utah, and Washington) and in New Mexico in the fall of 1982. Except for Washington, which compiled data into minimum data set format from an existing Community Mental Health Center Information System, all states conducted a voluntary survey of staff in state hospitals and CMHCs. The individual states reformatted data into a comparable regional format and sent tapes to WICHE where a regional mental health Human Resource Minimum Data Set (HRMDS) was constructed.

Because Washington's data were obtained from an already existing data base, it was not possible to obtain data for certain variables and Washington had to be excluded from a small number of the analyses contained in this report. Only data from CMHCs are analyzed in this report. New Mexico is not included in any analyses due to the unavailability of demographic information for centers located there.

Most of the analyses, figures, and tables contained in this report are computed only from respondents who were employed on a full-time basis and were direct caregivers. Direct caregivers are defined as those respondents who reported seeing at least one client during the sample week.

How Geographic Categories Were Determined

Community Mental Health centers were designated on a four point geographic scale using three factors:

1. The size of the largest city in the center's catchment area (CA);
2. The population density of the CA (i.e., population of the CA divided by the square miles of counties in the CA); and
3. Whether or not fifty percent or more of the population in the catchment area was in an SMSA (Standard Metropolitan Statistical Area, as defined by the U.S. Bureau of the Census 1981).

Worksheets listing preliminary compilations of this information were distributed to members of the Human Resource Mental Health Data Set Committee, consisting of mental health human resource personnel from participating states, with a request that they correct the name of the largest city, if it was different than the one listed for a catchment areas, and that they also check the appropriateness of the geographic designation assigned by WICHE to each facility located in their area. The document used to make these determinations was the US Health and Human Services Listing of Geographic Location Codes (1981).

Final geographic designations of mental health centers were determined by applying the following definitions:

1. Large City: Centers located in cities of 300,000 or more. Cities qualifying as large were Denver, Honolulu, Phoenix, and Seattle.

2. Suburban: Centers serving catchment areas surrounding cities of 170,000 or more population and included in the city's SMSA.

3. Urban: Centers serving catchment areas which have a population density (CA population divided by CA square miles) of more than 15 persons per square mile; the largest city has 50,000 population or more; and 50 percent or more of the population in the CA are in an SMSA.

4. Rural: Centers serving CAs which have a population density less than 15 persons per square mile and the largest city is less than 50,000 and less than 50 percent of the population in the CA are in an SMSA.

Twenty-five centers were initially designated as rural/urban because they fell between the cracks of rural and urban criteria. That is, they had a population of more than 15 persons per square mile, but the largest city in the CA was less than 50,000 or the largest city was more than 50,000, but the population density was low. Those centers in which 50 percent of the population were in an SMSA were designated rural. The others were designated rural or urban based on the judgment of the HRMDS Committee member in the state in which the center was located, according to the state's standards for rural and urban centers.

Demographic data were available for 129 facilities in the remaining eight states, allowing the geographic classification of 1468 respondents. The number and percent of facilities fitting each of the four geographical designations are shown in Table 1, while the classification of respondents by geographical area and state is shown in Table 2. The percentages of facilities and respondents by geographical category are illustrated in Figures 1 and 2, respectively. Here it can be seen that, while the largest proportion of facilities in the sample are those which come from rural areas, the greatest proportion of respondents come from urban areas.

TABLE 1

Number of Facilities by State and Geographic Region

State	Total	Large City	Suburban	Urban	Rural
Alaska	11	0	0	1	10
Arizona	16	4	2	4	6
Colorado	23	7	5	3	8
Hawaii	8	2	3	0	3
Idaho	7	0	0	1	6
Montana	5	0	0	2	3
Utah	9	0	1	3	5
Washington	50	12	5	12	21
Regional Totals	129	25	16	26	62

TABLE 2

Number of Respondents by State and Geographic Region

State	Total	Large City	Suburban	Urban	Rural
Alaska	128	0	0	32	96
Arizona	1336	556	74	255	451
Colorado	1506	351	427	378	350
Hawaii	341	119	134	0	88
Idaho	131	0	0	23	108
Montana	274	0	0	162	112
Utah	556	0	45	432	79
Washington	1118	298	168	468	184
Regional Totals	5390	1,324	848	1,750	1,468

FIGURE 1

PERCENT OF FACILITIES BY GEOGRAPHIC REGION

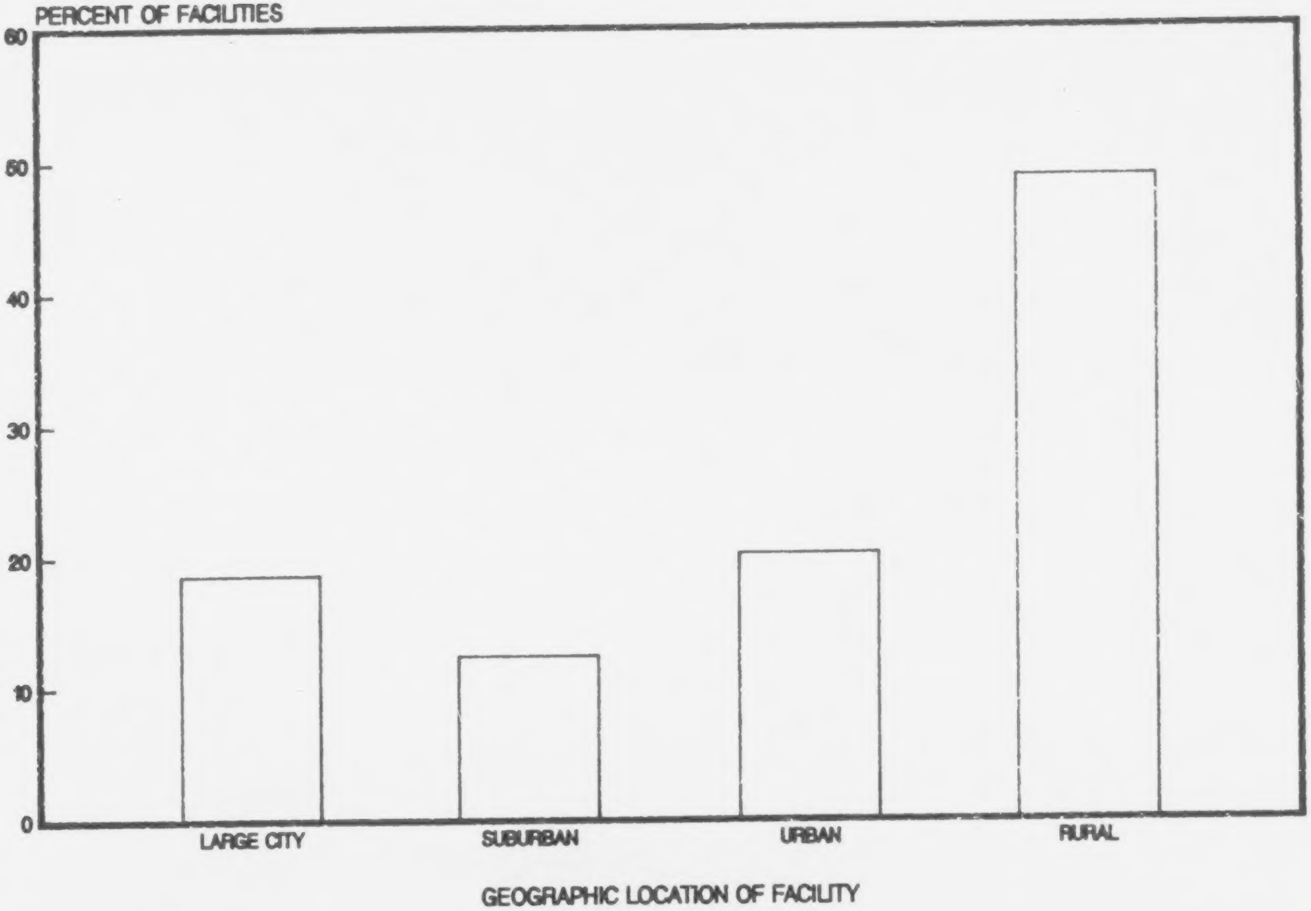
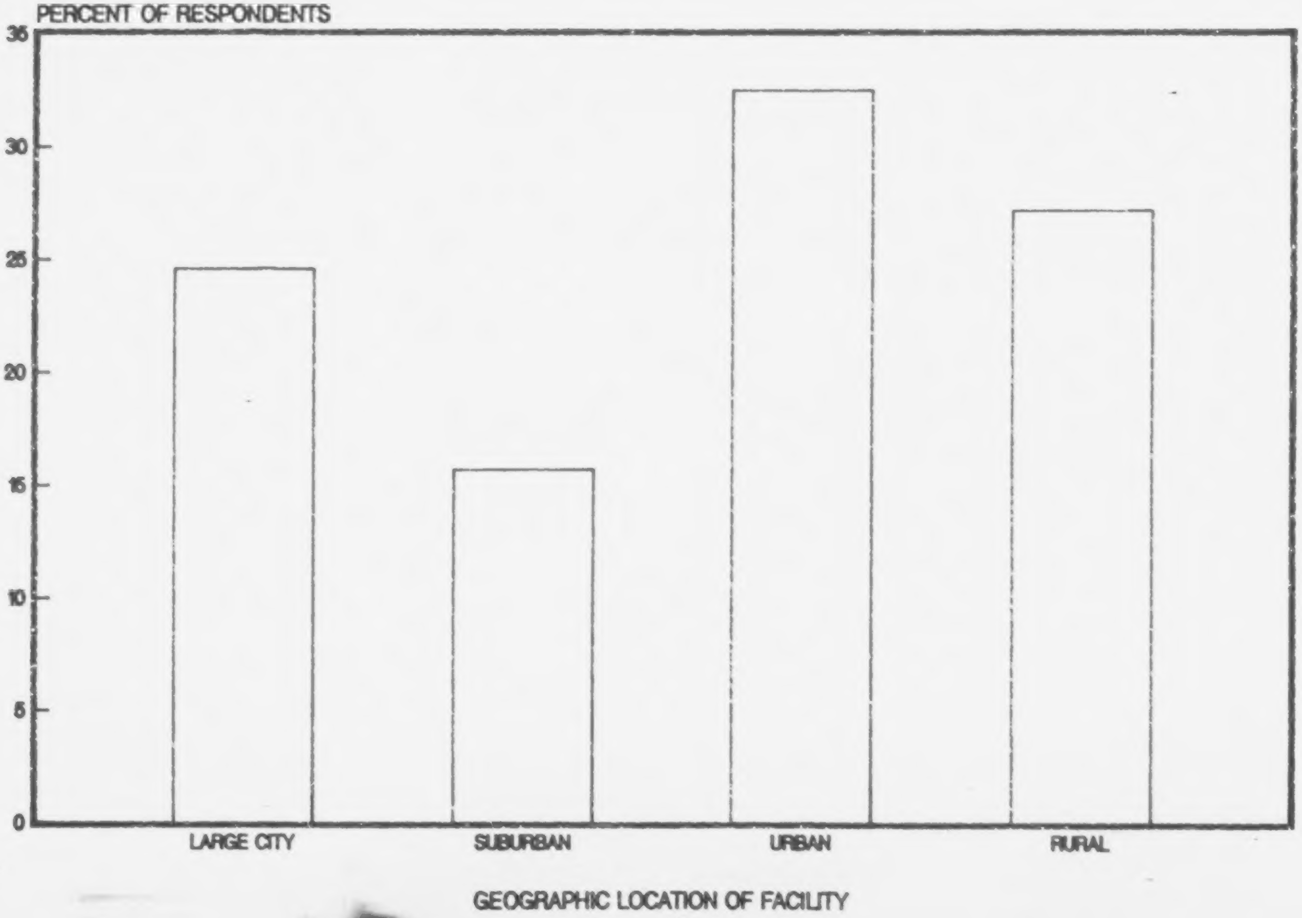


FIGURE 2

PERCENT OF RESPONDENTS BY GEOGRAPHIC REGION



Education/Discipline

The twelve discipline categories used in this report were derived by applying a successive series of screens to identify respondents with graduate degrees in the four core disciplines of psychiatry, psychology, social work, and nursing. Respondents with graduate and non-graduate degrees in a variety of other disciplines were also identified. When a respondent was found to have more than one degree, the highest level of degree was used to classify the respondent. A listing of the twelve discipline categories and one missing data category along with their criteria appear below. Degrees with higher presidence are listed first.

1. *Psychiatry*: M.D. with a specialty in psychiatry.

2. *Doctorate Psychologist*: Ph.D. in clinical or non-clinical psychology.

3. *M.A. Psychologist*: M.A. in clinical or non-clinical psychology.

4. *Graduate Social Worker*: M.A. or above in social work

5. *Graduate Nurse*: M.A. or above in nursing.

6. *Graduate Counseling*: M.A. or above in Counseling

7. *Graduate Other Health and Mental Health*: M.A. or above in either mental health worker, psychiatric technician, activity therapy, vocational rehabilitation, medicine, dentistry, physical rehabilitation, speech therapy, or another mental health field.

8. *Other Graduate Degree*: M.A. or above in some other field.

9. *Other Nurses*: A non-degree certificate, A.A. or B.A. degree in nursing.

10. *Bachelors Degree*: A Bachelor's degree of any kind.

11. *A.A. or Non-Degree Certificate*: A non-degree certificate or A.A. degree.

12. *Less than Non-Degree Certificate*: Highest Educational level is less than non-degree certificate. This category of staff includes those with some education beyond high school, high school, and less than high school.

13. *Not Specified*: It was not possible to specify educational disciplines of these respondents due to missing educational data.

Estimating Response Rates

A conservative estimation of the median response rate for employees of community mental health centers based on estimates of numbers of staff provided by NIMH is 76.5 percent.* Of the 129 facilities geographically classified, NIMH data were available for 49, allowing estimation of the average response rates for these facilities based on estimates of numbers of staff provided by NIMH.

Average response rates by geographic region and for the sample as a whole are provided in Table 3. These response rates were found not to differ significantly for facilities located in different geographic regions, as measured by an analysis of variance, with response rates being highest for facilities located in urban areas and lowest for facilities in large cities as shown in Table 3. Average response rates were about the same for suburban (75.1%), urban (75.0%), and rural (75.7%) facilities, but were somewhat lower (61.8%) for facilities located in large cities. Although these four response rates were found _not_ to differ significantly, results presented in this report should still be viewed with some caution because there is considerable variability in response rates among facilities. The reader would do well to remember that all results contained in this report are based on respondents only, and that information is missing regarding approximately thirty percent of the staff from the facilities surveyed.

---

*For detailed information on methods used and problems incurred in calculating response rates, see _Evaluation Report, Western States' Human Resource Information Project_, WICHE, in press.

TABLE 3

Response Rates by Geographic Region

Geographic Region	Number of Facilities	Response Rate Based on Averaging Response Rates Within Facilities	Response Rate Based on Averaging Response Rates Across Facilities	Average Number of Respondents Per Facility
Large City	6	61.8	50.5	88.3
Suburban	7	75.1	68.3	53.0
Urban	9	75.0	81.6	67.3
Rural	27	75.7	74.0	23.1
Total Sample	49	73.8	69.2	60.7

RESULTS AND DISCUSSION

Section I. Characteristics of Staff

The recruitment and retention question is addressed here by examining the education discipline and average length of tenure for respondents from facilities in different geographical locations. It was expected that facilities encountering recruitment and retention problems should have more staff of lower educational levels and with shorter tenure and higher, or at least not lower, salaries than should facilities from areas without these problems.

Tenure

Job experience was measured by determining the number of years each respondent had been with the facility. This measurement was accomplished by subtracting from the year and month the questionnaire was completed, the year and month the respondent began working for the facility. The resulting tenure measure is expressed in years and tenths of years. The mean tenure of all staff from urban (4.6 years) and suburban (5.0 years) facilities was considerably longer than the mean tenure for respondents from facilities located in large cities (3.7 years) and rural (3.4 years) areas. These differences also appear when only direct care staff are considered. Here the average tenures of respondents are 3.4 years for facilities in large cities, 4.7 years for suburban facilities, 4.3 years for urban facilities, and 3.1 years for rural facilities. These differences appear to be due to the greater proportion of staff in rural and large city facilities who have been with the facility less than two years, as shown in Figure 3. Another feature to note in Figure 3 is that the distributions for rural and large city facilities have only one peak or mode, located at the low tenure level. This absence of a second peak at the high end of the tenure scale indicates an absence of the bimodality previously found in studies cited by Babich (1982).

Rural facilities and facilities located in large cities, therefore, appear to resemble one another in Figure 3, where both types of facilities contain relatively large proportions of staff with less than two years tenure, while urban and suburban facilities have somewhat greater proportions of staff with longer tenure. This similarity of rural and large city facilities all but disappears, however, when average tenure of staff is presented separately by education/discipline.

FIGURE 3

TENURE OF FULL-TIME DIRECT CARE RESPONDENTS

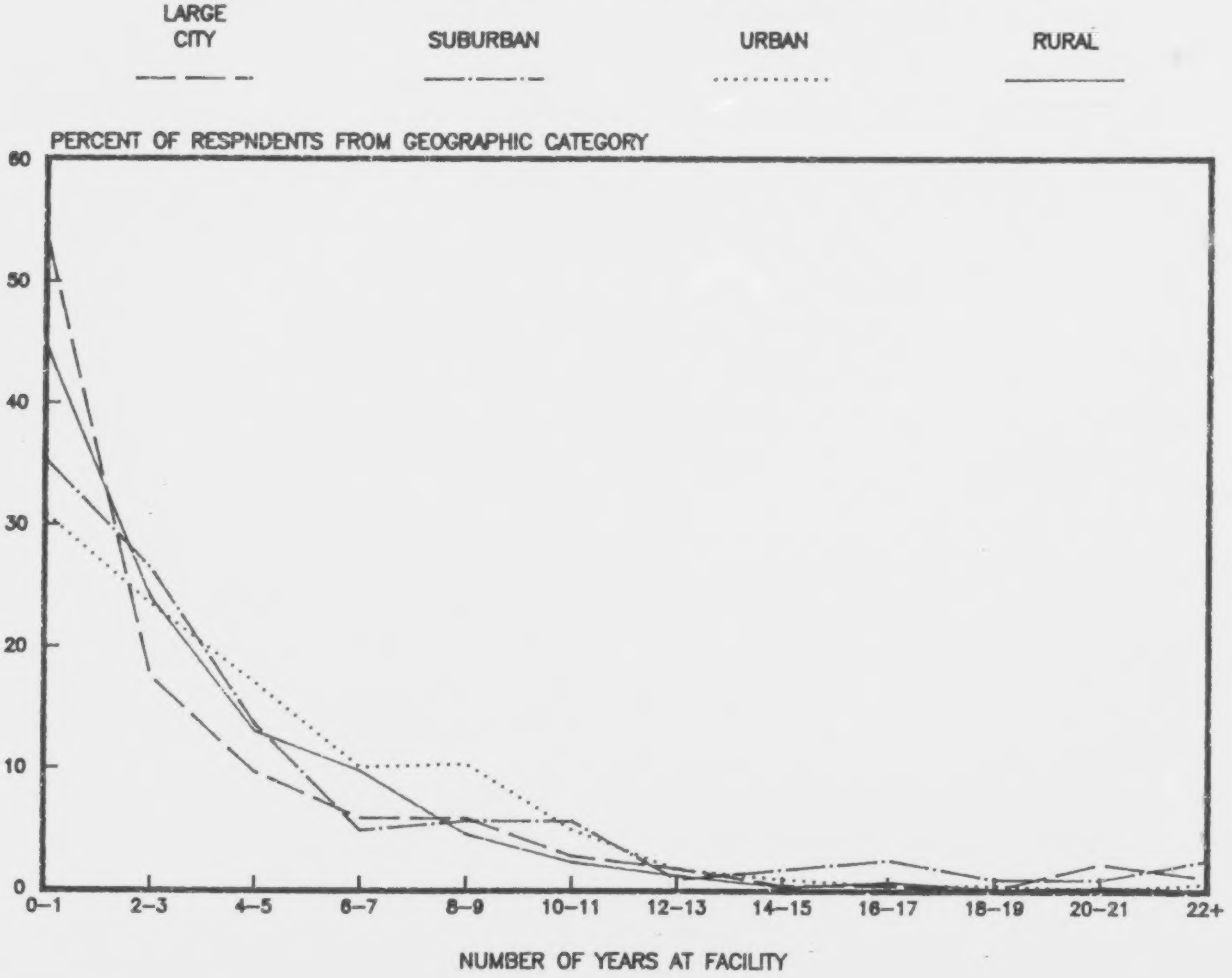


Table 4 shows the average tenure with the facility for direct care staff in the twelve education/discipline categories defined above. The pattern of average tenures for respondents from the four geographical locations is much more complex when average tenure is calculated separately by discipline. The feature of rural and large city facilities having the two shortest average tenures appears within only four individual disciplines in Table 4. These are: graduate counselors, respondents with graduate degrees in other health and mental health fields, respondents with B.A. degrees, and those whose highest educational level is less than a non-degree certificate.

The lower average tenure of 3.4 years for rural facilities appears to be due in part to the lower tenure of rural respondents without graduate degrees (2.8 years) compared to rural respondents with graduate degrees (3.7 years). This difference also occurs for urban centers, where the average tenure of respondents with graduate degrees (4.7 years) is about one year longer than the average tenure of respondents without graduate degrees (3.7 years). The opposite effect can be observed in large cities and suburban centers. In large cities the average tenure of respondents with graduate degrees (3.1 years) is approximately one year less than that for respondents without graduate degrees (4.1 years). Finally, the average tenure of those with graduate degrees in suburban centers (3.0 years) is considerably lower than the average tenure of those respondents without graduate degrees (8.7 years).

When tenure is examined separately by discipline, urban facilities most frequently have the longest within discipline tenures and large cities most frequently have the shortest within discipline average tenures. There is also less variability in within discipline tenures for rural centers as indicated by the range of within discipline tenures which is 2.2 to 4.1 years for rural centers as opposed to 1.7 to 8.7 for large cities, 2.1 to 11.6 years for suburban centers, and 2.1 to 6.5 years for urban centers. This restricted variability for rural centers may be due to many of them being more recently established.

When the tenures of the different disciplines are examined separately within each geographic region, categories of staff with particularly short or particularly long average tenures can be noted. The discipline categories with the shortest and longest tenures are not the same across geographic regions. In large cities, M.A. psychologists and respondents with B.A. degrees have particularly short average tenures while the discipline with the longest tenure is non-graduate nurses. Suburban facilities have short average tenures for psychiatrists, graduate nurses, and others with graduate degrees, but a quite long average tenure for respondents with less than a non-degree certificate. The categories of respondents with the shortest average tenure in urban centers are non-

TABLE 4

Average Length of Tenure for Direct Care Respondents by Education/Discipline and Geographic Region

	Total	Psychiat	Ph.D. Psych	M.A. Psych	Grad. Soc. Wk.	Grad. Nurse	Grad. Cnslng.	Other H&MH	Other Grad.	Other Nurse	B.A. Degree	AA&Non-Deg Cert	<Non-Degree	Not Specified
Large City														
Nbr. of Respondents	292	13	18	10	49	2	42	2	11	7	56	38	42	2
Mean Tenure	3.7	4.4	5.2	1.8	3.4	2.0	2.1	2.4	2.6	8.7	1.7	7.0	4.0	10.2
Suburban														
Nbr. of Respondents	125	6	18	7	26	6	14	3	2	3	8	21	11	0
Mean Tenure	5.0	2.5	3.0	3.2	3.0	2.5	2.8	6.6	2.1	8.0	3.5	11.6	7.1	0
Urban														
Nnr. of Respondents	370	9	39	27	1	8	13	10	21	14	75	26	26	2
Mean Tenure	4.6	6.5	5.6	5.2	5.5	3.3	5.6	4.5	2.2	2.1	4.0	3.6	3.9	4.3
Rural														
Nbr. of Respondents	462	14	55	47	101	5	41	6	24	14	45	37	72	1
Mean Tenure	3.4	3.6	3.9	3.6	4.1	4.9	2.6	3.5	3.7	2.2	2.4	3.8	2.6	3.7

graduate nurses and respondents with other graduate degrees, while the longest tenured disciplines are graduate counselors and doctorate psychologists. Finally, for rural facilities, the longest and shortest tenured respondents are graduate nurses and other nurses, respectively.

Percent of Respondents by Education/Discipline

Table 5 shows the percentages of respondents who provided direct care by educational discipline. The proportion of direct care staff with graduate degrees is highest in suburban centers (71.3 percent) and rural centers (64.0 percent) and lowest in large city (52.8 percent) and urban centers (58.2 percent). Of the four geographic categories, large cities have the greatest proportion of psychiatrists and the smallest proportion of doctorate level psychologists, M. A. psychologists, and graduate social workers. Suburban facilities have the largest proportion of doctorate psychologists, graduate social workers, graduate nurses, graduates from other mental health fields, and the smallest proportion of non-graduate nurses, respondents with B.A. degrees and with less than non-degree certificates. The smallest proportions of psychiatrists and graduate counselors are found in urban facilities which also have the largest proportion of respondents with B.A. degrees. Finally, rural facilities are characterized by having the greatest proportion of respondents who are M.A. psychologists, graduate counselors, or have other graduate degrees and non-degree certificates and the smallest proportion of graduate nurses and graduates with degrees in other mental health fields.

Table 6 shows the gender of all direct care respondents. Overall, facilities in large cities and suburban areas have a greater proportion of female respondents, urban centers have approximately equal proportions of male and female respondents, and rural facilities have more male than female respondents. This trend towards increasing proportions of male respondents with decreasing population density does not recur for any particular disciplines except M.A. level psychologists and social workers. There is a tendency toward a larger proportion of male graduate degree clinicians in rural centers than in the other three categories except for psychiatrists and Ph.D. psychologists.

Salary Level

Data on salary come from a question asking respondents "What is your current annual gross salary from this employer before deductions or taxes? (Exclude fringe benefits.)" Categories containing salary ranges were provided for respondents to check.

TABLE 5

Percent and Number of Direct Care Respondents
by Education/Discipline and Geographic Region

	Total	Psychiat	Ph.D. Psych	M.A. Psych	Grad. Soc. Wk.	Grad. Nurse	Grad. Cnslng.	Other H&MH	Other Grad.	Other Nurse	B.A. Degree	AA&Non-Deg Cert	<Non-Degree	Not Specified
Large City														
Pct. of Respondents	100.0%	5.7%	6.5%	4.5%	19.1%	2.1%	7.5%	4.9%	2.6%	7.3%	18.8%	9.6%	9.6%	1.9%
Nbr. of Respondents	617	35	40	28	118	13	46	30	16	45	116	59	59	12
Suburban														
Pct. of Respondents	100.0%	4.7%	11.1%	6.6%	29.8%	2.8%	6.4%	7.3%	2.4%	3.5%	9.7%	8.0%	4.0%	3.5%
Nbr. of Respondents	423	20	47	28	126	12	27	31	10	15	41	34	17	15
Urban														
Pct. of Respondents	100.0%	2.4%	8.7%	11.2%	22.2%	1.1%	4.1%	5.0%	3.4%	4.1%	21.7%	5.6%	6.0%	4.4%
Nbr. of Respondents	823	20	72	92	183	9	34	41	28	34	179	46	49	36
Rural														
Pct. of Respondents	100.0%	3.4%	10.2%	13.2%	20.9%	.9%	7.8%	4.2%	3.5%	3.5%	10.9%	6.4%	11.3%	3.9%
Nbr of Respondents	771	26	79	102	161	7	60	32	27	27	84	49	87	30

TABLE 6

Percent of Direct Care Respondents by Gender, Education/Discipline, and Geographic Region

	Total	Psychiat	Ph.D. Psych	M.A. Psych	Grad. Soc. Wk.	Grad. Nurse	Grad. Cnslng.	Other H&MH	Other Grad.	Other Nurse	B.A. Degree	AA&Non-Deg Cert	<Non-Degree	Not Specified
Large City														
Percent of Males	42.7%	82.9%	70.0%	46.4%	38.5%	0%	45.7%	50%	37.5%	15.3%	38.8%	29.8%	57.6%	25%
Number of Males	262	29	28	13	45	0	21	15	6	6	45	17	34	3
Percent of Females	57.3%	17.1%	30.0%	53.6%	61.5%	100%	54.3%	50%	62.5%	86.7%	61.2%	70.2%	42.4%	75%
Number of Females	352	6	12	15	72	13	25	15	10	39	71	40	25	9
Suburban														
Percent of Males	41.6%	85.0%	72.3%	57.1%	36.5%	8.3%	59.3%	38.7%	70%	6.7%	34.1%	5.9%	35.3%	26.7%
Number of Males	176	17	34	16	46	1	16	12	7	1	14	2	6	4
Percent of Females	58.4%	15.0%	27.7%	42.9%	63.5%	91.7%	40.7%	61.3%	30%	93.3%	65.9%	94.1%	64.7%	73.3%
Number of Females	247	3	13	12	80	11	11	19	3	14	27	32	11	11
Urban														
Percent of Males	50.4%	90.0%	88.9%	58.7%	50.5%	0	50%	58.5%	39.3%	23.5%	41.6%	33.3%	40.8%	44.4%
Number of Males	413	18	64	54	92	0	17	24	11	8	74	15	20	16
Percent of Females	49.6%	10.0%	11.1%	41.3%	49.5%	100%	50%	41.5%	60.7%	76.5%	58.4%	66.7%	59.1%	55.6%
Number of Females	407	2	8	38	90	9	17	17	17	26	104	30	29	20
Rural														
Percent of Males	55.7%	80.3%	82.3%	68.6%	60.2%	0%	66.7%	68.8%	48.1%	15.4%	42.9%	22.9%	41.4%	43.3%
Number of Males	428	21	65	70	97	0	40	22	13	4	36	11	36	13
Percent of Females	44.3%	19.2%	17.7%	31.4%	39.8%	100%	33.3%	31.2%	51.9%	84.6%	57.1%	77.1%	58.6%	56.7%
Number of Females	341	5	14	32	64	7	20	10	14	22	48	37	51	17

Figure 4 shows the percentage of direct care respondents by geographic location and salary range. Although average salaries do not differ very much, the distribution of salaries of respondents working in suburban areas and in large cities are more peaked than that of respondents from urban and rural areas, where salaries are slightly more dispersed. The average salaries appearing in Table 7 were computed by summing the mid-point of the salary intervals checked by respondents of a given educational discipline and dividing this sum by the number of respondents answering the salary question.

Although the average salaries of respondents from the four types of facility locations do not differ very much, there are geographic differences in the average salaries of staff from particular educational disciplines. Interestingly, psychiatrists in rural facilities earn considerably less than do their urban, suburban, or large city counterparts, but, according to Table 4, they also have a shorter average tenure which might explain their lower salaries. Graduate and non-graduate nurses in rural facilities are also somewhat less well paid with rural graduate nurses having a relatively long average tenure and rural non-graduate nurses having a relatively short average tenure. Rural facilities also appear to employ a greater proportion of staff with less than a non-degree certificate than do urban and suburban facilities, to pay them less than their similarly educated counterparts located in other areas, and to retain them for a shorter period. On the other hand, facilities located in large cities appear to employ a somewhat greater proportion of respondents with graduate degrees in counseling and to pay and retain them less than do facilities located in other areas.

Finally, salaries of graduate psychologists, social workers, and counselors, which are the backbone of professional staff in CMHCs, are quite comparable in rural and urban centers. Rural centers appear to pay these staff at least as much, and in some cases more, than their counterparts in other regions.

Section II. Caseloads by Type of Client

Respondents who provided services to at least one client during the sample week were asked to list the number of clients they had seen during the week and to provide the percent of clients seen by age group, ethnic group, and whether clients were chronically mentally ill (CMI) or not chronically mentally ill. The average percentages of caseloads reported below were obtained by a simple averaging. Weighted percents based on total number of clients were not used. Therefore, a respondent who saw only two clients during the sample week contributed as much to the average as did a respondent who saw sixty

FIGURE 4

SALARY OF FULL-TIME DIRECT CARE RESPONDENTS

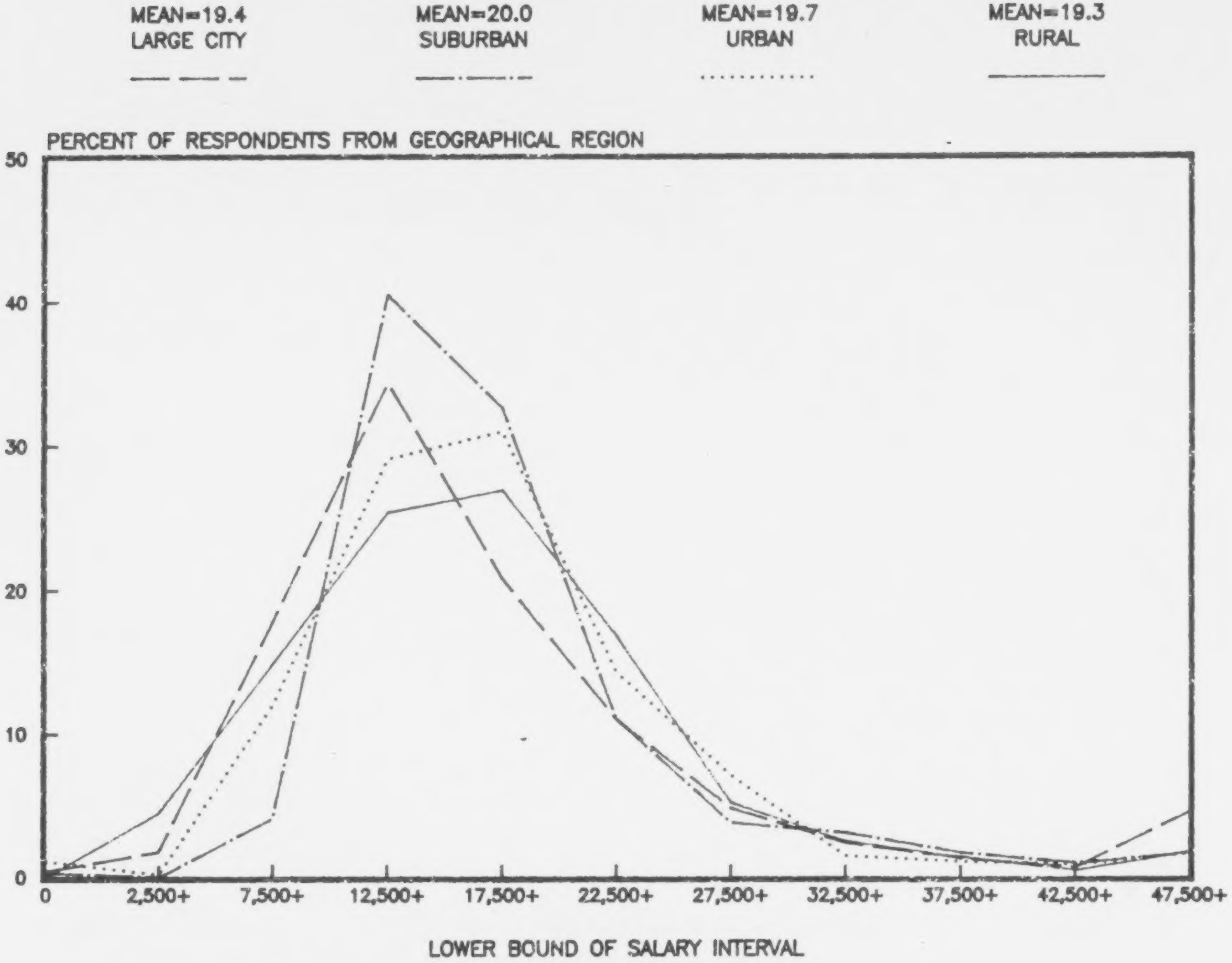


TABLE 7

Average Salary of Direct Care Respondents by Education/Discipline and Geographic Region

	Total	Psychiat	Ph.D. Psych	M.A. Psych	Grad. Soc. Wk.	Grad. Nurse	Grad. Cnslng.	Other H&MH	Other Grad.	Other Nurse	B.A. Degree	AA&Non-Deg Cert	<Non-Degree	Not Specif
Large City														
Nbr. of Respondents	456	24	35	20	75	13	46	7	12	35	79	54	54	2
Mean Salary	19,400	48,100	29,700	21,000	19,500	23,100	16,600	30,000	17,900	19,200	14,600	13,900	12,200	12,500
Suburban														
Nbr. of Respondents	291	11	38	19	80	12	27	6	9	13	32	31	13	0
Mean Salary	20,000	43,600	24,700	17,900	19,700	20,000	19,100	17,500	25.0	16.5	15.2	16.8	13.8	0
Urban														
Nbr. of Respondents	467	9	50	35	130	9	32	12	24	16	90	31	29	0
Mean Salary	19,700	48,300	25,900	21,300	22,300	20,000	20,200	19,200	17,700	16,700	14,400	13,800	12,400	0
Rural														
Nbr. of Respondents	558	18	62	62	121	4	52	16	24	16	62	40	80	1
Mean Salary	19,300	39,400	26,900	20,900	22,200	18,800	20,000	22,500	18,100	15,000	14,400	13,400	10,100	15,000

clients. The reason for analyzing the data in this way rather than weighting by the number of clients seen, is that there is no way to tell when a client was seen by two or more therapists and, therefore, counted more than once.

Caseload by CMI Categories

The average percentages of respondents' caseloads that were CMI were 34.9 percent for large cities, 30.2 percent for suburban facilities, 33.4 percent for urban facilities and 22.0 percent for rural facilities. Thus, the caseloads of respondents from rural facilities contained about ten percent fewer CMI clients than did the caseloads of respondents from the other three regions.

Caseload by Age Category

Table 8 shows the average percent of caseloads that consist of children (0-11 years), adolescents (12-17 years), adults (18-64 years), and elderly (65 years and older) clients. Respondents in facilities in large cities and in rural areas see a somewhat smaller proportion of children than do respondents in urban and suburban facilities. Caseloads of respondents from urban facilities contain a greater proportion of adolescents and the smallest proportion of adults. Finally, the largest proportion of elderly clients are found in the caseloads of respondents from rural facilities.

Caseload by Racial/Ethnic Groupings

Table 9 presents the average percent of caseload by race of client and by geographical region. The caseloads of respondents from large cities contain the smallest proportion of white clients and the largest proportion of black and Hispanic clients. The largest percentage of native American/Alaskan clients are found in the caseloads of rural respondents. Clients of Asian and Pacific Islander descent are represented most in the caseloads of respondents from large cities and suburban facilities. Finally, a greater proportion of the caseloads of large city and rural respondents consist of Hispanic clients than do the caseloads of suburban or urban respondents.

TABLE 8

Percent of Caseload by Client Age Categories, Education/Discipline and Geographic Region

	Children	Adolescents	Adults	Elderly
	Large City			
Average Percent of Clients	5.1%	11.0%	79.5%	4.4%
Number of Staff Reporting Data	617	617	617	617
	Suburban			
Average Percent of Clients	8.9%	8.2%	77.4%	5.5%
Number of Staff Reporting Data	423	423	423	423
	Urban			
Average Percent of Clients	8.9%	15.9%	68.6%	6.3%
Number of Staff Reporting Data	823	823	823	823
	Rural			
Average Percent of Clients	5.4%	10.1%	76.7%	7.6%
Number of Staff Reporting Data	771	771	771	771

TABLE 9

Percent of Caseload by Client Racial/Ethnic Category, Education/Discipline and Geographic Region

	Number of Respondents	White	Black	Alaskan/ Nat. Amer.	Asian/ Pac. Islnd	Hispanic
Large City						
Average Percent of Clients	(617)	66.8%	7.9%	3.7%	9.7%	11.8%
Suburban						
Average Percent of Clients	(423)	78.5%	1.0%	1.7%	15.0%	3.5%
Urban						
Average Percent of Clients	(823)	88.7%	2.0%	2.4%	.5%	6.4%
Rural						
Average Percent of Clients	(771)	76.8%	1.3%	9.1%	4.9%	7.8%

Section III: Utilization of Staff

Here we are concerned with whether facilities from different geographical regions differ in how they utilize staff. This section summarizes responses to questions asking respondents to list the hours they spent on major activities and in program elements during the sample week, the number and types of clients seen during the sample week, and whether or not the respondent was in private practice. The final part of this section examines the types of staff who hold management positions and the amount of time they spend in direct care.

Staff Hours by Program Elements

Table 10 provides a breakdown of the percent of hours scheduled by program element and geographic region. Here it can be seen that in spite of their small size, rural centers provide approximately the same proportion of inpatient, residential, and partial care services as do large city and urban centers and a considerably larger proportion than do suburban centers. Respondents from large cities spend considerably more of their time in inpatient treatment and in emergency service and less time providing outpatient care. The percentages of suburban respondents time spent in inpatient treatment, residential treatment and residential support are slightly lower than the corresponding figures for other geographic regions, but suburban respondents reported more time devoted to partial care. Urban facilities can be characterized by the relatively greater proportion of time respondents reported spending in outpatient care.

The average percent of treatment hours by program element and geographic region is shown in Table 11. Table 11 is similar to Table 10, except the percentages are of total treatment hours instead of hours scheduled, thus the sum of the seven categories is 100 percent. The pattern of results differ only slightly from Table 10. Respondents from urban facilities reported devoting slightly more time to treatment than did respondents from other areas. This greater number of treatment hours for urban facilities has the effect of lowering the proportion of treatment hours spent in outpatient care in Table 11, so that it is now similar to that for other geographic regions. Table 12 shows the average percent of hours which are face-to-face by program element and geographical region. Facilities in large cities had the lowest reported proportion of hours spent in face-to-face treatment. The proportion of face-to-face hours in partial care and outpatient treatment were about the same for the four geographical regions. Of emergency service hours, large cities had the lowest proportion of face-to-face hours.

TABLE 10

Average Percent of Hours Scheduled by Program Element, Education/Discipline, and Geographic Region

Geographic Region	Number of Respondents	Inpatient Treatment	Resident. Treatment	Resident. Support	Partial Care	Outpatient Care	Emergency Service	Other MH Treatment
Large City	292	4.7%	10.0%	1.0%	4.8%	27.9%	4.4%	3.4%
Suburban	93	.0%	.6%	.4%	11.7%	32.2%	1.6%	4.0%
Urban	183	2.1%	10.7%	2.6%	6.3%	40.0%	1.5%	1.8%
Rural	410	1.1%	8.4%	1.0%	6.9%	32.2%	2.8%	3.0%

TABLE 11

Average Percent of Treatment Hours by Program Element, Education/Discipline, and Geographic Region

Geographic Region	Number of Respondents	Treatment Hours Per FTE	Inpatient Treatment	Resident. Treatment	Resident. Support	Partial Care	Outpatient Care	Emergency Service	Other MH Treatment
Large City	294	23.	6.2%	13.4%	2.1%	9.0%	55.1%	6.7%	7.3%
Suburban	96	19.	.0%	1.4%	1.1%	15.9%	68.9%	4.8%	7.9%
Urban	183	26.	3.1%	14.5%	3.9%	9.3%	64.7%	2.4%	2.1%
Rural	414	22.	2.0%	13.6%	1.8%	12.0%	59.8%	5.3%	5.5%

TABLE 12

Average Percent of Hours Which are Face-to-Face by Program Element, Education/Discipline, and Geographic Region

Geographic Region	Partial Care	Outpatient Care	Emergency Service	Total Hours Scheduled
Large City				
Percent of Hours Face-to-Face	82.6%	81.8%	58.6%	27.1%
Number of Valid Cases	32	178	42	281
Suburban				
Percent of Hours Face-to-Face	84.7%	82.1%	65.7%	37.4%
Number of Valid Cases	17	84	17	97
Urban				
Percent of Hours Face-to-Face	79.6%	83.1%	80.0%	39.2%
Number of Valid Cases	43	201	48	261
Rural				
Percent of Hours Face-to-Face	85.7%	83.4%	83.1%	35.0%
Number of Valid Cases	80	306	150	381

Number of Clients Seen During Sample Week

Table 13 presents the average number of clients that respondents saw during the sample week by education/discipline of respondent and by geographic location of facility. Comparing the average number of clients seen by all respondents for each geographical category, one can see that the average caseload is somewhat larger for respondents in large cities, particularly for psychiatrists, M.A. psychologists, graduate and other nurses, and for respondents with and without an A.A. degree or non-degree certificate. For each of these categories of staff, respondents in large cities saw the largest number of clients. On average, respondents from suburban facilities saw the smallest number of clients. This was true within disciplines for psychiatrists, Ph.D. psychologists, graduate nurses, other health and mental health graduates, and other graduates.

When separate averages are taken for respondents with and without graduate degrees, one finds that in large cities respondents without graduate degrees see considerably more clients (23.1) than do respondents with graduate degrees (15.4). This larger caseload for respondents without graduate degrees also occurs for suburban centers where respondents with graduate degrees see an average of only 13.6 clients, compared to the average of 19.1 clients seen by respondents without graduate degrees. Caseloads are more equitable in urban and rural centers, where the average number of clients seen is about the same for those with and without graduate degrees: Urban respondents with and without graduate degrees see an average of 15.9 and 15.7 clients, respectively and those from rural centers see an average of 16.3 and 15.1 clients, respectively.

When the average caseloads for different disciplines are compared within a particular geographical category, one finds the following. For facilities in large cities, graduate nurses, other nurses, and staff with less than a non-degree certificate see the largest number of clients while Ph.D. psychologists, graduate social workers and other health and mental health graduates see the smallest number of clients. In fact, for all four geographical locations, respondents with other health and mental health graduate degrees always see the smallest number of clients. Within suburban facilities, graduate counselors, respondents with a B.A. degree, and those with an A.A. degree or non-degree certificate saw the most clients. The discipline categories of respondents having the largest caseloads for facilities located in urban areas are graduate nurses, graduate counselors and other non-mental health degreed graduates. Those in urban centers seeing the fewest clients are other health and mental health graduates, other nurses, and staff with less than a non-degree certificate. For rural facilities, those with the largest caseloads are graduate nurses and respondents with other non-mental health graduate degrees.

TABLE 13

Average Number of Clients Seen During Sample Week by Program Element, Education/Discipline, and Geographic Region

	Total	Psychiat	Ph.D. Psych	M.A. Psych	Grad. Soc. Wk.	Grad. Nurse	Grad. Cnslng.	Other H&MH	Other Grad.	Other Nurse	B.A. Degree	AA&Non-Deg Cert	<Non-Degree	Not Specified
Large City														
Average # Clients	18.6	19.6	14.8	16.9	11.3	26.9	22.5	8.3	18.5	26.8	17.8	21.3	32.7	2.9
Nbr. of Respondents	617	35	40	28	118	13	46	30	16	45	116	59	59	12
Suburban														
Average # Clients	14.6	13.5	13.7	15.7	13.5	17.6	19.1	4.7	18.0	18.3	20.3	18.9	17.3	1.0
Nbr. of Respondents	423	20	47	28	126	12	27	31	10	15	41	34	17	15
Urban														
Average # Clients	15.3	18.2	16.7	10.4	16.6	21.1	24.6	9.0	23.5	13.1	15.6	20.6	13.2	3.7
Nbr. of Respondents	823	20	72	92	183	9	34	41	28	34	179	46	49	36
Rural														
Average # Clients	15.3	16.0	15.4	15.0	17.1	20.4	18.3	10.2	20.3	13.1	15.3	18.4	13.6	1.6
Nbr. of Respondents	771	26	79	102	161	7	60	32	27	27	84	49	87	30

Direct Caregivers in Private Practice

The percentage of respondents who reported being in private practice is shown in Table 14. Overall, respondents from urban facilities have the highest proportion who are in private practice, followed by respondents from suburban centers, centers in large cities, and finally rural areas, which have the lowest percentage of respondents in private practice. This lower percentage of respondents in private practice for rural centers extends to most of the graduate disciplines. The highest proportion of psychiatrists in private practice is found in facilities in large cities. The lowest proportions of Ph.D. psychologists and M.A. psychologists with private practices are found in rural centers with the proportions of Ph.D. and M.A. psychologists with private practices being higher for the other geographical regions and not differing very much. Among graduate social workers, urban centers have the largest rate of private practice and rural centers have the lowest. Large cities have a relatively high proportion of graduate nurses in private practice (23.1 %) compared to the zero percent found in each of the other three regions. The percentage of graduate counselors in private practice is about the same for centers in large cities, suburban, and urban areas, but is somewhat lower for rural centers. The largest proportion of other health and mental health graduates with private practices is found in urban centers; for those with other non-mental health graduate degrees the largest proportion occurs in suburban centers, with rural centers having the lowest proportion in private practice. Among nurses without graduate degrees, suburban centers have the lowest proportion in private practice. The percentage of respondents with B.A. degrees who are in private practice is quite low for all regions. The proportion of respondents in private practice for respondents with A.A. degrees or non-degree certificates are all relatively low and are about the same for the four geographical regions. Finally, the percentages of respondents with less than a non-degree certificate who have a private practice are zero for suburban and urban centers, 3.8 for large cities, and 10.7 for rural centers.

Respondents by Management Level

This section analyzes data from staff in community facilities in Alaska, Arizona, Hawaii, Idaho, Montana, and Utah. Colorado and Washington are excluded from these analyses because they did not collect data on management level in the same form as the other states. In the six states listed above, respondents were asked if they supervised the work of others and if so, which of the following best described their position:

TABLE 14

Percentage of Direct Caregivers in Private Practice by Education/Discipline, and Geographic Region

	Total	Psychiat	Ph.D. Psych	M.A. Psych	Grad. Soc. Wk.	Grad. Nurse	Grad. Cnslng.	Other H&MH	Other Grad.	Other Nurse	B.A. Degree	AA&Non-Deg Cert	<Non-Degree	Not Specified
Large City														
Pct. Priv. Practice	12.2%	47.8%	40.0%	15.0%	9.2%	23.1%	15.6%	.0%	15.4%	8.6%	.0%	4.3%	3.8%	.0%
Nbr. Respondents	444	23	35	20	76	13	45	7	13	35	76	47	52	2
Suburban														
Pct. Priv. Practice	14.4%	27.3%	37.8%	15.8%	17.7%	.0%	11.1%	.0%	25.0%	.0%	.0%	3.6%	.0%	
Nbr. Respondents	278	11	37	19	79	12	27	5	8	13	32	28	7	0
Urban														
Pct. Priv. Practice	17.1%	8.3%	41.8%	11.9%	35.6%	.0%	17.6%	17.6%	4.0%	5.9%	.0%	2.6%	.0%	.0%
Nbr. Respondents	520	12	55	42	135	9	34	17	25	17	106	38	27	3
Rural														
Pct. Priv. Practice	8.4%	38.9%	17.8%	2.7%	8.2%	.0%	5.1%	6.3%	3.7%	6.3%	1.6%	5.6%	10.7%	.0%
Nbr. Respondents	598	18	73	73	134	7	59	16	27	16	63	36	75	1

1. Head of agency/hospital/center;

2. Director of program or administrative unit;

3. Supervisor of subunit or staff component;

4. Medical director;

5. Clinical director.

Do CMHCs in some geographic regions employ a greater proportion of managers than do facilities in other areas? To answer this question the proportion of respondents holding management positions was calculated separately for each geographic region. It was found that urban and rural facilities employed a greater proportion of respondents as managers (19.6% & 21.1%, respectively) than did suburban (9.7%) and large city (16.6%) facilities.

Who Are the Managers? What are the education/disciplines of managers and do facilities in different geographic regions differ in the types of staff they use as managers? A breakdown of respondents in management positions by education/discipline and geographic location is shown in Table 15. Social workers with graduate degrees constitute the greatest proportion of managers for all geographic regions except in large cities, where respondents with B.A. degrees account for the greatest proportion of managers, with social workers coming in second. Facilities in large cities also use as managers a greater proportion of staff without graduate degrees (42.0%) than do facilities located in suburban (32.3%), urban (32.0%), and rural (34.3%) areas.

Who Are the Heads of Agencies? Table 16 shows agency heads by geographic region and education/discipline. Heads of agencies in all regions tend to be psychiatrists, psychologists, and social workers, with a relatively large number of counselors also serving as agency heads in suburban and large city facilities. The small numbers of respondents included in Table 16 make difficult comparisons across geographic regions.

Who Are the Program Directors? Table 17 presents the education/disciplines of respondents who are program directors. Respondents from a variety of disciplines are employed as program directors in all geographic regions. Doctorate level psychologists and graduate social workers tend to be program directors in urban, rural, and suburban facilities while respondents with B.A. degrees are employed as program directors in large cities. Another interesting finding is the relatively large number of respondents with A.A. degrees who serve as program directors in suburban facilities.

TABLE 15

Percent of Managers by Education/Discipline and Geographic Region

	Total	Psychiat	Ph.D. Psych	M.A. Psych	Grad. Soc. Wk.	Grad. Nurse	Grad. Cnslng.	Other H&MH	Other Grad.	Other Nurse	B.A. Degree	AA&Non-Deg Cert	<Non-Degree	Not Specified
Large City														
Pct of Managers	100%	8.6%	8.0%	4.3%	14.7%	.6%	14.1%	.0%	6.7%	1.2%	19.6%	8.6%	13.5%	.0%
Nbr of Managers	163	14	13	7	24	1	23	0	11	2	32	14	22	0
Suburban														
Pct of Managers	100%	9.7%	17.7%	.0%	21.0%	6.5%	12.9%	.0%	.0%	1.6%	6.5%	19.4%	4.8%	.0%
Nbr of Managers	62	6	11	0	13	4	8	0	0	1	4	12	3	0
Urban														
Pct of Managers	100%	3.6%	14.6%	5.7%	28.7%	2.0%	3.2%	2.4%	7.7%	3.6%	15.0%	5.7%	7.7%	.0%
Nbr of Managers	247	9	36	14	71	5	8	6	19	9	37	14	19	0
Rural														
Pct of Managers	100%	4.1%	13.4%	9.7%	22.8%	1.1%	6.7%	1.5%	6.3%	2.6%	10.4%	7.1%	14.2%	.0%
Nbr of Managers	268	11	36	26	61	3	18	4	17	7	28	19	38	0

TABLE 16

Percent of Agency Heads by Education/Discipline and Geographic Region

	Total	Psychiat	Ph.D. Psych	M.A. Psych	Grad. Soc. Wk.	Grad. Nurse	Grad. Cnslng.	Other H&MH	Other Grad.	Other Nurse	B.A. Degree	AA&Non-Deg Cert	<Non-Degree	Not Specified
Large City														
Pct of Agency Heads	100%	9.1%	27.3%	4.5%	22.7%		22.7%		9.1%			4.5%		
Nbr of Agency Heads	22	2	6	1	5	0	5	0	2	0	0	1	0	0
Suburban														
Pct of Agency Heads	100%	33.3%	16.7%		16.7%		16.7%				16.7%			
Nbr of Agency Heads	6	2	1	0	1	0	1	0	0	0	1	0	0	0
Urban														
Pct of Agency Heads	100%	12.5%	25.0%	12.5%	37.5%				12.5%					
Nbr of Agency Heads	8	1	2	1	3	0	0	0	1	0	0	0	0	0
Rural														
Pct of Agency Heads	100%	12.1%	15.2%	12.1%	36.4%	3.0%	6.1%		6.1%		9.1%			
Nbr of Agency Heads	33	4	5	4	12	1	2	0	2	0	3	0	0	0

TABLE 17

Percent of Program Directors
by Education/Discipline and Geographic Region

	Total	Psychiat	Ph.D. Psych	M.A. Psych	Grad. Soc. Wk.	Grad. Nurse	Grad. Cnslng.	Other H&MH	Other Grad.	Other Nurse	B.A. Degree	AA&Non-Deg Cert	<Non-Degree	Not Specified
Large City														
Pct of Prog Directors	100%	9.4%	7.5%	9.4%	11.3%	1.9%	13.2%		13.2%	1.9%	22.6%	7.5%	1.9%	
Nbr of Prog Directors	53	5	4	5	6	1	7	0	7	1	12	4	1	0
Suburban														
Pct of Prog Directors	100%	8.6%	22.9%		20.0%	5.7%	8.6%			2.9%	8.6%	22.9%		
Nbr of Prog Directors	35	3	8	0	7	2	3	0	0	1	3	8	0	0
Urban														
Pct of Prog Directors	100%	3.7%	19.8%	6.2%	38.3%		3.7%	3.7%	8.6%		12.3%	1.2%	2.5%	
Nbr of Prog Directors	81	3	16	5	31	0	3	3	7	0	10	1	2	0
Rural														
Pct of Prog Directors	100%	2.2%	14.6%	9.0%	18.0%		9.0%	1.1%	6.7%	4.5%	16.9%	7.9%	10.1%	
Nbr of Prog Directors	89	2	13	8	16	0	8	1	6	4	15	7	9	0

Who Are the Clinical Directors? Table 18 is a breakdown of clinical directors by geographical region and education/discipline. The number of respondents included in this table is so small as to limit generalizations. One can see, however, that the disciplines of psychiatry and social work occur frequently among clinical directors and that clinical directors in rural regions appear to come from a wider variety of education/disciplines than do clinical directors in other retions.

What Do Managers Do? Do programs in some geographic regions use managment staff more to perform mental health treatment than do programs in other regions? The average proportion of managers in each education/discipline who saw at least one client during the sample week is shown in Table 19. Table 19 reveals that a relatively high proportion of managers in all regions and within each education/discipline see clients, but that slightly fewer managers in large cities see clients. The proportion of managers seeing clients within each of the graduate disciplines does not differ much with geographic region, except within the discipline of social work. Here a slightly smaller proportion of social workers in management in suburban and large city CMHCs see clients than do those in urban and rural areas. Within-discipline geographical comparisons among non-graduate disciplines are made difficult by the small number of respondents appearing in the right hand portion of the table.

Table 20 presents the average number of hours spent in mental health treatment by managers from different geographic regions and education/disciplines. On average, managers in suburban centers spend the least amount of time in mental health treatment (11.5 hours) and managers in urban centers spend the most (16.0 hours). Geographical differences in the amount of time spent in mental health treatment are generally larger within individual education/discipline categories than they are among the averages in Table 20, and results within disciplines do not always follow the average pattern described above.

TABLE 18

Percent of Clinical Directors
by Education/Discipline and Geographic Region

	Total	Psychiat	Ph.D. Psych	M.A. Psych	Grad. Soc. Wk.	Grad. Nurse	Grad. Cnslng.	Other H&MH	Other Grad.	Other Nurse	B.A. Degree	AA&Non-Deg Cert	<Non-Degree	Not Specified
Large City														
Pct of Clin Directors	100.0%		12.5%		50.0%		25.0%				12.5%			
Nbr of Clin Directors	8	0	1	0	4	0	2	0	0	0	1	0	0	0
Suburban														
Pct of Clin Directors	100.0%	100.0%												
Nbr of Clin Directors	1	1	0	0	0	0	0	0	0	0	0	0	0	0
Urban														
Pct of Clin Directors	100.0%	33.3%			33.3%								33.3%	
Nbr of Clin Directors	3	1	0	0	1	0	0	0	0	0	0	0	1	0
Rural														
Pct of Clin Directors	100.0%	22.2%	22.2%	11.1%	11.1%		11.1%		11.1%				11.1%	
Nbr of Clin Directors	9	2	2	1	1	0	1	0	1	0	0	0	1	0

TABLE 19

Percent of Managers Who Saw at Least One Client
by Education/Discipline and Geographic Region

	Total	Psychiat	Ph.D. Psych	M.A. Psych	Grad. Soc. Wk.	Grad. Nurse	Grad. Cnslng.	Other H&MH	Other Grad.	Other Nurse	B.A. Degree	AA&Non-Deg Cert	<Non-Degree	Not Specif
Large City														
Pct. Seeing Clients	88.2%	92.3%	100.0%	100.0%	90.0%	100.0%	88.2%		100.0%	50.0%	83.3%	71.4%	84.6%	
Nbr. of Managers	102	13	10	2	20	1	17	0	5	2	12	7	13	0
Suburban														
Pct. Seeing Clients	93.5%	100.0%	100.0%		90.9%	100.0%	87.5%			100.0%	100.0%	90.0%		
Nbr. of Managers	46	2	9	0	11	4	8	0	0	1	1	10	0	0
Urban														
Pct. Seeing Clients	96.0%	88.9%	96.6%	100.0%	96.9%	100.0%	100.0%	100.0%	100.0%	87.5%	92.0%	100.0%	100.0%	
Nbr. of Managers	177	9	29	11	64	3	8	5	8	8	25	4	3	0
Rural														
Pct. Seeing Clients	92.9%	90.0%	97.1%	95.2%	95.9%	100.0%	100.0%	100.0%	90.0%	100.0%	72.7%	88.9%	76.9%	
Nbr. of Managers	182	10	34	21	49	3	14	4	10	4	11	9	13	0

TABLE 20

Average Number of Hours Managers Spent in Mental Health Treatment by Education/Discipline and Geographic Region

	Total	Psychiat	Ph.D. Psych	M.A. Psych	Grad. Soc. Wk.	Grad. Nurse	Grad. Cnslng.	Other H&MH	Other Grad.	Other Nurse	B.A. Degree	AA&Non-Deg Cert	<Non-Degree	Not Specified
Large City														
Av. # Hrs Treatment	13.0	20.9	19.2	2.9	13.9	12.0	13.2		8.0	10.5	7.6	11.2	18.0	
Nbr. of Managers	157	14	12	7	23	1	23	0	9	2	31	13	22	0
Suburban														
Av. # Hrs Treatment	11.5	10.8	9.7		17.6	10.5	15.6			35.0	2.0	8.7	.0	
Nbr. of Managers	59	4	11	0	13	4	7	0	0	1	4	12	3	0
Urban														
Av. # Hrs Treatment	16.0	23.3	16.7	16.5	19.7	12.6	17.7	13.8	10.5	18.3	20.1	5.6	3.0	
Nbr. of Managers	241	9	35	13	70	5	8	6	19	8	35	14	19	0
Rural														
Av. # Hrs Treatment	14.2	21.0	17.7	19.3	16.7	25.7	19.0	3.5	13.5	9.7	7.3	9.7	7.1	
Nbr. of Managers	253	11	33	25	57	3	18	2	17	6	27	18	36	0

CONCLUSIONS

A major methodological finding resulting from this study is that when geographical comparisons are to be made, facilities in urban areas, suburban areas, and large cities should not be lumped together into one "urban" category to be compared to rural facilities. The necessity of retaining separate categories for large cities, suburban, and urban areas comes from the complex findings occurring in this report where different pairs or triads of geographical regions resembled one another on different measures. A considerable amount of information would have been lost if suburban, urban, and facilities in large cities were treated as belonging to one category.

Staff Characteristics

Contrary to expectation, respondents from the rural facilities in this study were not characterized by a higher frequency of unusually long or unusually short tenures. For both rural and large city facilities, however, there was a slightly larger proportion of respondents who had been with the facility less than two years, and the average tenures of respondents in rural and large city facilities were shorter than those of urban and suburban centers. These findings suggest that rural and large city facilities may have some problems retaining staff. These effects in rural facilities are due in part to their generally having been in existence for a shorter length of time than have facilities in other regions. Centers in large cities have similarly short average tenures, but have generally been in existence longer, suggesting that retention problems may be more severe in large cities. Large cities also most often had the shortest within discipline tenures.

Professionals may be more difficult to retain in large cities and in suburban areas since, in these centers, the average tenure of respondents with graduate degrees is less than the average tenure of respondents without graduate degrees. These findings could also, conceivably, be due to a recent expansion in the size of professional staff for facilities in large cities and suburban areas. The problem of rural centers having trouble recruiting and retaining professional staff is probably not as severe as previously believed, because a relatively high percentage (64%) of respondents in rural centers had graduate degrees and the average tenure of rural respondents with graduate degrees was about one year longer than the average tenure of rural respondents without graduate degrees.

Results of this study were inconclusive as to whether psychiatrists are particularly difficult to recruit to facilities in rural areas. While the proportion of respondents who are psychiatrists is lower in rural facilities than in large city and suburban facilities, psychiatrists in rural facilities earn less than do other psychiatrists, but this may be due to their shorter average tenure.

Rural facilities may have a problem recruiting graduate nurses, but they do not appear to have problems retaining them, as evidenced by the fact that graduate nurses in rural areas had a longer average tenure than did graduate nurses in the other three areas, but relatively low salaries, and they saw more clients than any other discipline within rural facilities.

Client Characteristics

The client populations of large cities and rural areas are both generally believed to contain a higher proportion of individuals who are CMI than are the client populations of other geographical regions (Babich, 1982; Grosser & Winfrew, 1981). Results of this survey confirmed the high proportion of CMI in the caseloads of respondents from facilities located in large cities (34.9%), but found a relatively low proportion of CMI in the caseloads of respondents from rural centers (22.0%). In fact, the average caseloads of respondents from rural facilities contained about ten percent fewer CMI than did the average caseloads of respondents from facilities in the other three regions. There are at least three explanations for this finding:

1. The lower proportion of CMI in the caseloads of rural facilities could be produced artifactualy by a smaller overlap in the number of different caregivers who see the same CMI client. That is, a CMI client in rural centers may be seen by, and represented in the caseloads of, only one or two caregivers, while a CMI client at centers in other regions may each be seen by, and represented in the caseloads of, a larger number of staff.

2. There may actually be fewer CMI in rural facilities' catchment areas.

3. There may be a relatively high proportion of CMI in rural CMHCs' catchment areas, but these clients underutilize the services of CMHCs, perhaps because of transportation problems.

This issue could probably be resolved by analyses of data from NIMH regarding client characteristics in CMHC catchment areas. It should be possible to estimate the utilization of services by CMI and other types of clients by comparing the average caseloads of respondents in the MHSIP Minimum Data Set with client population characteristics derived from NIMH data. In addition, a more accurate measure of characteristics of clients in CMHCs, one which avoids multiple counting of clients, would go far in helping to discriminate among the three alternatives put forth above.

Utilization of Staff

Facilities from different geographical areas do differ in the activities performed and in the types of staff they select to perform these different activities, but the pattern of results found here is complex.

Respondents from different geographical regions did differ somewhat in the proportion of time they spent in the different program elements, but rural CMHCs provided approximately the same proportion of inpatient, residential, and partial care services as did large city and urban centers, and a considerably larger proportion than did suburban centers. With regards to caseload, respondents from facilities in large cities saw the greatest number of clients and respondents from suburban areas saw the smallest number of clients. Respondents from rural facilities reported the lowest rate of having a private practice.

CMHCs in urban and rural regions employed a greater proportion of respondents as managers than did facilities in suburban areas and in large cities. In addition, facilities from different geographical areas differed in the types of staff they used as managers. It was also found that a relatively high proportion of managers in all geographic regions saw clients, with managers in large cities having the smallest proportion of managers seeing clients.

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